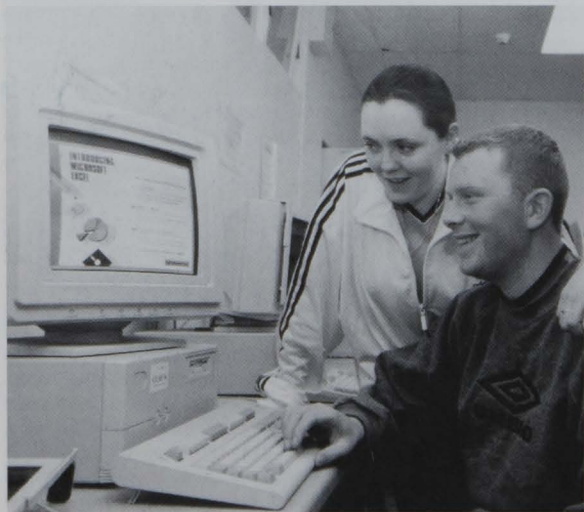


NCIR Open Day Attracts Record Attendance

This year's Open Day attracted a very large attendance of both school-leavers and mature students. The programme of events on Open Day included separate presentations on all NCIR courses, full-time and part-time, by senior members of NCIR faculty. These presentations were designed to meet the information needs of both school-leavers and mature students. In addition to the formal presentations there were information stands manned by members of NCIR faculty and staff to answer queries and discuss choices with prospective students. This year saw a repeat of last year's very successful workshops; workshops for CAO applicants on exams and study skills and workshops for mature students on returning to education. Another interesting aspect of the Day was the active role taken by current NCIR students who helped on the stands and discussed various courses with prospective students and were also involved in the Computer Laboratory and Language Laboratory demonstrations. Representatives of NCIR Club and Societies and members of the NCIR Students' Union executive were also on hand to discuss the non-academic side of College life. For the many who contacted the College who would have liked to attend but were unable to, information is available on an ongoing basis and visits to the College by prospective students are always welcome. Contact Niamh O'Kelly in the NCIR Academic Affairs Office, telephone 01.406 0585 (direct dial).



Participants on Open Day surfing the net as part of the Open Day programme of events.



Visitors to NCIR's Off-Campus On-Campus Day from the Drogheda Off-Campus Centre being welcomed on arrival by Antoinette Manning, Off-Campus Department staff.

Success of NCIR's First-Ever Off-Campus On-Campus Day

On Saturday 22 March, the doors of NCIR were opened wide to welcome students and intending students, parents, guidance counsellors and teachers, members of the College's Associate Faculty and interested members of the public to NCIR for the College's Open Day. A particular welcome was extended to NCIR students studying in the College's thirty Off-Campus Centres throughout Ireland. Students travelled from all parts of Ireland to attend and part-take in a full programme of events designed to meet the information needs of all the College's constituent groups. The day was officially opened by Professor Joyce O'Connor, President of the College, who welcomed the large attendance to the various events on behalf of the faculty, staff and students of NCIR. A series of workshops continued throughout the Day. Guest speakers included Attracta Halpin, Assistant Registrar in the National Council for Educational Awards (NCEA) who spoke on the NCEA, with particular reference to the use of the Accumulation of Credits and Certification of Subjects (ACCS) credit scheme; Tony Hynes, Training Consultant and member of NCIR Associate Faculty, Donie Wiley, Allied Irish Bank plc., and member of NCIR Associate Faculty, and Pat Connell, Acting Registrar, NCIR who spoke on the management of change. There were also workshops on Career Management and Presentation Skills and hourly demonstrations on the internet in the College's Computer Laboratory and the College's Language Laboratory. This special series of events organised for Off-Campus students forms part of the College's Programme of Student Services for Off-Campus students. Following on from the success of the first-ever Off-Campus On-Campus Day held in NCIR, the College plan to make the event an annual one, through which it will forge strong links with NCIR students and faculty in locations other than at NCIR Ranelagh. Further information and copies of papers circulated on Off-Campus On-Campus Day can be got by contacting Antoinette Manning, NCIR Off-Campus Department, telephone 01.406 0551 (direct dial).

The NCIR Bulletin is published biannually and distributed free-of-charge to staff, students, graduates, sponsors, donors, corporate members, schools, Colleges and friends of NCIR.

Queries regarding advertising and editorial content should be directed to : Cathleen Hartnett, Editor, NCIR Bulletin, National College of Industrial Relations, Sandford Road, Ranelagh, Dublin 6. Tel: 01 406 0500 / 01 406 0501 Fax: 01 497 2200 Email: info@college.ncir.ie WWW: http://www.ncir.ie



Professor Joyce O'Connor (President, NCIR) and Dr. Helen Ruddle (Senior Research Officer in NCIR's Policy Research Centre) attended the John Hopkins University Comparative Non-profit Sector Project Team meeting in Madrid in December 1996. NCIR is the Irish partner in a joint research project on corporate giving. Professor O'Connor and Dr. Ruddle are pictured above with other delegates at the meeting, representing more than twenty-five countries.

NCIR Appointments and Publications

Professor Joyce O'Connor, President of NCIR, has recently been reappointed as a member of the Labour Relations Commission by the Minister for Enterprise and Employment. The Commission, which was established under the Industrial Relations Act of 1990, promotes good industrial relations through the provision of a broad range of services.

Conor Heagney, NCIR lecturer in Accounting, has been appointed to the NCEA's Board of Business Studies for the current academic year.

Carmel Coyle, Director of NCIR's Centre for Educational Opportunity, has recently published the following articles:

"Local and Regional Administrative Structures and Rural Poverty" in C. Curtin, T. Haase and H. Tovey, eds. *Poverty in Rural Ireland: A Political Economic Perspective* Dublin: Oak Tree Press in association with Combat Poverty Agency. Published in December 1996.

and "European Integration: A Lifeline for Irish Local Authorities?" in M.J.F. Goldsmith and K.K. Klausen, eds. *European Integration and Local Government* Cheltenham: Edward Elgar. Published in March 1997.

'Information Technology Law in Ireland'

With the growth of information technology in business and commerce, the expansion of the Internet and the increasing number of home computers, 'Information Technology Law in Ireland' provides an up-to-date examination of the changes and developments in the law applying to IT. The book includes a detailed analysis of Intellectual Property Law, computer fraud, the Criminal Damage Act 1991, computer evidence, computer contracts and data protection. It is the first book on this area in Ireland and provides a comprehensive and

detailed examination of this new area. The book is to be published by Butterworths in April. Co-authors are Denis Kelleher, BCL, Barrister and **Karen Murray**, B.A., LL.B., LL.M(QUB), Barrister, (NCIR Lecturer in Law)

NCIR at UACE Annual Conference

This year annual Conference of the Universities Association for Continuing Education (UACE), which is to be opened by Her Excellency, Mary Robinson, President of Ireland, will be held in UCD from Monday 23 to Wednesday 25 June, 1997. At the Conference, members of UACE, including representatives of NCIR, will examine the topic 'University Continuing Education in Partnership for Development' and one workshop session entitled 'Practicalities of Partnership' will be presented by Angela McGinn, Lecturer in Organisational Behaviour in NCIR. During this session, Angela will outline the NCIR's innovative efforts to facilitate learning for mature students and the experience of NCIR graduates in relation to this learning.



Mary Redmond, solicitor, author, member of the Labour Relations Commission and Adjunct Professor in NCIR was one of the guest lecturers in this year's series of public lectures entitled "Leadership: Making Leadership a Reality" hosted by NCIR.

Dr. Michael Smurfit to deliver NCIR Public Lecture

Dr Michael Smurfit, Chairman of the Board and Chief Executive Officer of the Jefferson Smurfit Group plc will deliver a lecture in NCIR on Thursday 12 June, 1997 at 6.00 pm. The lecture is entitled Leadership : Making Vision a Reality. The lecture will be followed by a reception. This is a public lecture and all are welcome to attend. Please contact Carol Phelan in the President's Office, NCIR before Friday 30 May if you wish your name to be added to the invitation list. Tel: 01 406.0592 (direct dial).

NCIR Examining Relocation Options

As part of NCIR's long-term strategic planning, the College is actively pursuing a proposal to relocate to Blanchardstown to occupy the site recently acquired there to house a third-level educational institution. This proposal is currently being considered by representatives of the local community, educational and industry interests in Blanchardstown and Department of Education and Department of Finance officials. NCIR has a unique educational track-record in meeting industry and community needs and NCIR's relocation proposal highlights the significant opportunity which exists to marry Blanchardstown's needs with NCIR's unique mission and strategy for positioning the College in the 21st century. NCIR is currently engaging in detailed consultations and briefings with a wide range of interested groups in the Blanchardstown's area. This exchange of experiences and views between NCIR and those interested in the third-level institution in Blanchardstown is receiving very positive feedback and indicates that NCIR is in a unique position to meet Blanchardstown's educational needs. Discussions are ongoing but the feedback is showing that a College with the experience, skills and track-record of NCIR, its unique student profile, and its position as an established College within the educational system matches the stated needs of Blanchardstown area very closely and a mutually beneficial partnership can be developed.

Focus on... NCIR Access Courses

For those who missed out on the opportunity to complete their education first time round, access courses, such as those pioneered by NCIR, are a critical stepping stone towards achieving a third level qualification.

Ask seasoned mature students about their experience of returning to formal education and the word "fear" keeps cropping up. Yet all the evidence points to the fact that adults make very good students. They usually perform better in exams than younger students and they bring a wealth of life experience to bear on the subject they are studying. Mature students also have a reputation for being diligent, committed and enthusiastic. They usually bond closely as a group and there tends to be strong inter-personal support between class members.



Pictured above are students currently taking the NCIR Diploma in Supervisory Management course in Longford as part of the NCIR/VTOS partnership. Back row, left to right, Seamus Orr, Toni Sheridan, Colette McEvoy, Gertie Reilly and John Roche. Front row, left to right, Veronica O'Brien, Fiona Duignan and VTOS Coordinator, Maeve Downes. Linda Leydon, also a student of the course, was absent when the photograph was taken

Making the leap from thinking about a third-level qualification to actually undertaking such a course is, however, a major step. Third-level study is demanding and it can also be bewildering for those who have been out of education for some time. One way of preparing prospective students for what lies ahead is

participation in an access course. These courses give students a good grounding in core academic subjects, and also focus on teaching a range of "coping" skills such as study techniques, time planning, how to use the library and the basics of information technology.

NCIR has been particularly innovative in the provision of NCEA-accredited access courses for adults who wish to progress to third-level studies. The College is a pioneer of the access course concept in the Irish third-level education system and has been offering a range of these courses at the highest standards of academic excellence courses for the past five years, having started the courses with funding from private sources. So far more than 300 people have graduated from these programmes, with students ranging in age from the early-twenties right up to their

mid-sixties. Access courses are taught both on campus at NCIR in Ranelagh and at a number of Off-Campus Centres around the country.

NCIR offers access courses run over one academic year. They are aimed primarily at those who have not had the opportunity to avail of third-level education previously and wish to pursue third-level studies now. The courses are open to all and are particularly well suited to the unemployed and those looking for a change of career and women who have taken time out to raise a family and are now interested in returning to full-time study or paid employment.

NCIR is the only Irish educational institution which offers a range of courses in Cultural Studies, Science and Social Studies and Women's Studies, Social Development. There are no formal entry requirements other than a pass in Junior Certificate Maths for those who want to join the

Science programme. On the Cultural Studies course the subjects covered are History, English Literature, History of Art, History of Music, Information Technology, Maths and Writing Skills. On the Social Studies option the subject line-up comprises Economics, Sociology, Maths, Psychology, Politics and Information Technology while the Science programme (which is delivered in cooperation with UCD) concentrates on building students' knowledge of Physics, Chemistry and Biology. In addition, all NCIR access courses incorporate targeted careers guidance and research and writing skills and provide participants with a certified knowledge base in the various academic disciplines which can be used to support their application to third-level institutions. The success stories of graduates confirms NCIR's basic belief that access and excellence in education are compatible.

"There is an increasing evidence to show that mature students who have the benefit of an access course behind them before they embark on a third-level qualification are more likely to succeed and survive,"

"There is an increasing evidence to show that mature students who have the benefit of an access course behind them before they embark on a third-level qualification are more likely to succeed and survive," says Course Director, Ann O'Brien. "Access courses are a valuable bridge for prospective college students, not only because of their high-level academic input, but because they also focus on developing the person and bringing each individual to a point where they have the confidence to pursue their goals.

"A lot of emphasis is placed on careers guidance and counselling support as well as academic excellence throughout the duration of the course and we help students with CAO forms, advise them about different courses and what career options might be open to them. Students graduate from the course having achieved a very high standard and of the small number who experience difficulties in completing the courses, due to personal or domestic issues, many have taken up the option of deferring which is available to facilitate participants. We always meet

continued from page 3

prospective students prior to course commencement in an informal interview designed to talk people through the course so as they are clear on what is involved," Ann O'Brien says.

"Our graduates have a very high record of success, with over 80% of graduates progressing in third-level education and our experience to date is that those who have gone on have coped very well in a formal academic environment.

Bernadette Branagan was an access student during the academic year 1993/94. The mother of ten children, she left school at the age of 14 and the NCIR access course was an important step towards her goal of achieving a university degree. Bernadette is now in her final year at UCD where she is studying Sociology and Greek and Roman Civilisation. "I wouldn't be where I am today without the NCIR access course," she says. "It prepared me very well for the experience of college life and it was an positive environment in which to learn as everyone was in the same boat; we were all starting from scratch. I think it would have been very difficult to have come to College and got on well without the benefit of the course. It meant that when I arrived I knew how to go about practical tasks such as structuring essays and doing research. I think older people are very nervous by the prospect of going back to education and I still worry about passing my exams. But the fear element is gone and I think that's very important when you're a mature student."

One of the problems with access courses is that participants do not qualify for any financial assistance unless they are being funded under the VTOS programme for the long-term unemployed or in receipt of social welfare payments (participation on NCIR access courses does not affect payment of social welfare benefits). NCIR course fees are approximately £500 but, even at this modest level, without funding, many students are not in a position to take up places offered to them. NCIR is currently looking to redress this gap and intends to establish a scholarship fund which will enable those who are not in a position to finance participation from their own resources to undertake the courses.

"This is a value-for-money course with a proven track record whose graduates go on to do well at third-level. An access course greatly enhances a person's chances of succeeding on a further education programme and NCIR is looking forward to seeing a funding situation develop where far more people can be included" concludes Ann O'Brien, Course Director.

NCIR Responds to VTOS Needs

Over the past four years, NCIR has developed a strong partnership with deliverers of VTOS (Vocational Training Opportunities Scheme) programmes. VTOS and the College are currently working in partnership in the delivery of two of its range of four access courses to students who are long-term unemployed in five Off-Campus Centres; Bray, Drogheda, Dundrum, Dundalk and Wicklow. A recent expansion of the partnership has resulted in NCIR working with Longford VEC/VTOS in delivering the College's long-standing and highly-reputed Diploma in Supervisory Management course to a group of eight students from the Longford area. This course is designed to provide those working in supervisory roles or seeking employment in such positions with the required broad range of skills and knowledge. It is delivered in eight locations and on-site in Aer Lingus, the Eastern Health Board and St. Anne's, Roscrea, has proved to be particularly effective in helping supervisors achieving success. The course in Longford, which began in January, will run over ten months and the first graduates are expected to be conferred in Autumn 1997. In order to look at further developments in the NCIR/VTOS partnership, NCIR recently hosted a workshop at which various NCIR courses which fit in with VTOS objectives were detailed and discussed. These courses include; NCIR access courses, the Diploma in Supervisory Management, a course in Enterprise Studies and a course in Managing Organisations in the Voluntary Sector. Further information regarding these courses and the NCIR/VTOS partnership is available from the NCIR Off-Campus Department.



Pictured above are participants on the NCIR Access Certificate in Women's Studies and Social Development course, which is being delivered in partnership with Aontas.

NCIR / Aontas - Working in Partnership to Increase Access

NCIR and Aontas, the National Association of Adult Education, are currently working in partnership delivering NCIR's Access Certificate in Women's Studies and Social Development. The course, which is supported by funding from the EU NOW (New Opportunities for Women) initiative, carries the award of an NCIR Certificate and ACCS credits from the NCEA (National Council for Educational Awards). The course has opened up possibilities for many students in terms of a next step towards further education, further training or enhancement of their work and lives. Over the next few weeks, as the course draws to a close, career guidance and advice sessions are being made available to participants and many mature student applications have already been forwarded to various colleges and universities. Of equal importance, however, is the course experience and students report being wonderfully stimulated and challenged by the subjects; Women's History, Psychology, Feminist Theory and Sociology. In addition, they are working on a personal project on aspects of three generations of women's history in their own families which they will present at the last residential weekend which will take place during the Summer. There may even be time for a little celebration and self-congratulations over that weekend and later on at graduation!

NCIR Students' Union Elects 1997/1998 Officers

Congratulations to the incoming NCIR Students' Union Officers; Joe O'Reilly who takes over as President, Sean Comer (Vice-President), Gillian Fallon (Entertainment's Officer) and Paddy Moyles (Clubs and Societies Officer). By-elections for the positions of Treasurer, Education Officer and Part-Time Students' Officer will take place in the near future. The new officers will take up their positions with effect from 1 June. Well done also to outgoing officers; Colin O'Brien (Acting President), John Granville (Treasurer), Una O'Donoghue (Entertainments Officer), Colm Griffin (Clubs and Societies Officer) and Natalie Lue (Women's Officer) for their excellent work throughout the year.



Pictured at the launch of the NCIR HRM Student Society were, left to right, Michelle Jordan (Treasurer, NCIR Student HRM Society), Joe Harford (General Manager, Yamanouchi, guest speaker) and Michael Barry (Senior Lecturer, NCIR).

NCIR Extends Library and Computer Laboratory Opening Hours

As a result of higher usage rate by NCIR's significantly increased student population, both on and off campus, the College has recently made arrangements to extend the opening hours for both the College library and the computer laboratory. The opening hours for both facilities are as follows:

Opening Hours (Summer Only)
Monday to Friday 10.00 a.m. - 1.00 p.m.
2.00 p.m. - 5.00 p.m.
Closed on Saturday (from Monday 19 May).

Library Opening Hours
Monday - Friday
10.00 a.m. - 9.00 p.m.
Saturday
9.30 a.m. - 1.00 p.m. and
2.00 p.m. - 5.00 p.m.
[Opening hours vary outside term]

Computer Laboratory Opening Hours:
Monday to Friday*
8:30 a.m to 11.00 a.m and
6.00 p.m to 10.00 p.m
Saturday
9:30 a.m. to 5.00 p.m.
[Opening hours vary outside term]
*excluding Thursdays, due to class

Skilled for the 21st Century - NCIR Students Lead the Way

One of the highlights of the year to date for NCIR Clubs and Societies was the launch of the Student Society for Human Resource Management (HRM) which took place in

February in the Dublin Writers Museum. The Society was established by a group of students from the B.A. in Accounting and Human Resource Management programme with the aim of promoting awareness of this degree course more broadly, forging links with employers and developing the skills, self-reliance and confidence of student members as they prepare to enter the world of work. The Society's first project was the production of a high quality booklet on the HRM Society which included profiles of students, an outline of the course and an overview of the skills and qualities which NCIR graduates bring to today's employers. Speaking at the launch, the President of the Society, Dominick Lewis, described the motivation and commitment of the students involved in setting up the society and their

plans for developing it for the future. Honorary President, Professor Joyce O'Connor, congratulated the students on their progressive thinking which showed the kind of initiative which is an important force in building competitiveness in our society. Joe Harford, General Manager of Yamanouchi, also endorsed the students' initiative as evidence of their awareness of the importance of deepening the links between the worlds of education and work, which will be an important factor in building our economy to meet the challenges the future. The formal proceedings over, guests at the official launch ceremony; students, faculty and employers, enjoyed excellent catering and conversation under the eagle eyes of Ireland's past literati whose portraits adorned the walls of the Writers Museum.

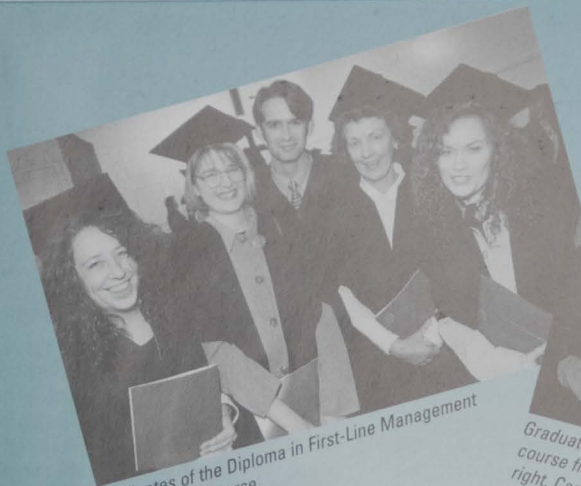
Student Mentoring Explored by NCIR Students

'Making Connections - Building an Education Together' was the title of a seminar on student mentoring, hosted jointly by NCIR, the NCIR Students' Union and the Union of Students, in Ireland held in NCIR in November. The seminar was attended by student representatives from Colleges from all over Ireland who came together to examine ways of ensuring stronger links between third-level colleges and schools in disadvantaged areas and the role that students can play in the process of creating and developing these links. Colin O'Brien, NCIR, chaired the proceedings and speakers included Neil Numan, Director of the Southside Partnership, who outlined his experience of a US-based mentoring programme and Keith Piggot, a member of the Limerick Community Based Education Initiative who spoke of this Initiative's success in supporting students from a disadvantaged area in the Limerick in moving onto third-level education. Working Groups at the seminar addressed the questions of 'Why Should We Connect?' and 'How Do We Connect?' and came up with a series of recommendations and practical proposals for implementing student mentoring programmes. These recommendations will be used as the basis for developing a NCIR student mentoring programme for the coming academic year.



Pictured at the seminar on student mentoring held in NCIR were, left to right, Eileen Punch (Student Services, NCIR), Colin O'Brien (Acting President, NCIR Students' Union), Carmel Coyle (Director, Centre for Educational Opportunity, NCIR) and Malcom Byrne (Education Officer, USI).

Congratulations to the 'Class of 1996'



Graduates of the Diploma in First-Line Management (Supervision) course.



Graduates of the Diploma in Management and Industrial Relations course from the NCIR Off-Campus Centre in Douglas, Cork, left to right, Carolyn Ross, Gary Somers, Regina Thornbury and Simon Flood.



Graduates of NCIR'S Certificate in Managing Organisations in the Voluntary Sector, pictured with Professor Joyce O'Connor, Pat Connell (Acting Registrar, NCIR) and Ann O'Brien (Course Director, NCIR).



Graduates of the NCIR Access Certificate (Social Studies) course after being conferred with their NCIR Certificates and NCEA ACCS credits.



Graduates of the Diploma in Management and Industrial Relations from the NCIR Off-Campus Centre in Drogheda pictured, left to right, Miriam Kelly, Mary Lenehan, Madeleine Carty, Anne Keating, Collette McCann and Cathleen Hartnett (Director, NCIR Off-Campus Programme).



Three NCIR graduates who were conferred with M.A. degrees at the 1996 conferring ceremony were, back row, left to right, P.J. Connolly, Peter Lynch and Arthur O'Sullivan. Front row, left to right, Michael Barry (Senior Lecturer, NCIR) and John Brady SJ (Postgraduate Programme Coordinator, NCIR). Maureen D'Eath was conferred in absentia.

Graduates Association Activities...

What's New in Selection Interviewing...

was the title of an informative and entertaining seminar which was held as part of the Graduates Association's programme of events for 1997. Over sixty graduates and friends of the Association attended the seminar which was facilitated by Paul Carroll (Computer Placement Ltd.) and Pat Short (ETC Consult), both members of NCIR Associate Faculty. In the following article, Emma Maher, NCIR Careers and Appointments Officer, outlines the main points of interest highlighted at the seminar.

The 1990's have seen increasing changes for organisations in the practices around candidate selection. The following four key factors were identified.

Speed of Response - traditionally the leadtime between when a position within an organisation needed to be filled to the time when a suitable candidate took up the position was twelve weeks. To-day this leadtime is much shorter, with those outside of HR departments demanding candidates quickly.

Selling versus Buying - the old notion of it being a buyer's market for employers in Ireland has been radically altered with organisations now needing to sell positions to prospective candidates.

Still Cannot Compromise - despite it being a seller's market for employers organisations cannot afford to simply recruit because there are attractive candidates around. Organisations and HR departments still need to have a strong sense of 'Need to Have v The Nice to Have'.

Skill, Expertise, Cost - it is critically important to get the balance right in weighing up the skills, expertise and cost of recruiting a prospective candidate against their long-term prospects within the organisation. The potential of the candidate is increasingly more important and one of the major challenges facing HR Managers/Departments. The ability to identify candidates who will grow within the organisation rather than opting for someone who has already grown is critical.

One of the other major changes in the selection process is the increasing use by organisations of psychometric testing. Pat Short of ETC Consult outlined the services his company provides and took the group through the process involved in providing such a service to one anonymous client company. He pointed out that research has shown that if employees are to enjoy and perform well in their work they need to have the interest, ability and personality for their specific position. Testing therefore can be a very valuable tool in developing profiles for prospective candidates against those profiles. He emphasised that motivation is also a key ingredient that cannot be measured under similar conditions and needs to be assessed through behavioural interview. Fundamental to all aspects of the selection process is the need for planning - the key ingredient to success. Those involved in recruiting and selecting candidates need to understand the requirements of the position, have a clear sense of what they want and involve the decision-makers from the planning stage through to when the final decision on candidates is made, before they start the process. Failure to do so may result in the best candidates being taken up by other organisations.

Occupational Testing Courses in NCIR

During the months of May and June the NCIR Graduates Association is organising two programmes in the area of occupational testing for graduates of NCIR and friends of the College.

- Wednesday 4 June, 6.30 p.m. - 9.30 p.m. in NCIR. Refresher course for those who have successfully completed a Level A course accredited by the British Psychological Society (BPS) and who may not have used psychometric testing on a regular basis since qualification. Cost £20 per person.
- June/July 1997 30 hour (10 x 3 hour evening sessions) course in occupational testing leading to British Psychological Society Certificate of Competence in Occupational Testing (Level A). Holders of this Certificate may purchase, administer, score and interpret a wide range of aptitude and general ability tests. Intended for those working in industrial, commercial or public service organisations or private practice whose work includes selecting and appraisal of staff, identification of management potential, appraisal of individuals, design of career planning programmes and the preparation of staff for down-sizing or retirement. Numbers strictly limited. Cost £650 per person.

Further information from Rhona Preston, Graduate Liaison Office, NCIR, telephone 01.406 0575 (direct dial)

VHI Include Discount for NCIR Graduates

Graduates of NCIR and members of the NCIR Graduates Association can now avail of a 10% discount on VHI premiums by joining the NCIR Graduates Group Discount Scheme. Full details from Rhona Preston in the NCIR Graduate Liaison Office, telephone 01.406 0575, email rpreston@college.ncir.ie

Discount on Train Tickets for Members

One of the concessions available to members of the NCIR Graduates Association is the availability of train tickets for any single mainline journey in Ireland for purchase at £14.50 each. These tickets, which are particularly beneficial when making a single journey, can be used for any single mainline train journey in Ireland. Please contact Antoinette Manning in the Graduate Liaison Office and quote Graduates Association membership number when purchasing tickets.



Pictured at the recent workshop entitled "Using Dress to build a Business Image" hosted by the NCIR Graduates Association were, left to right, Ann Murphy (Organising Committee), Carmel O'Carroll (Consultant/Workshop Presenter), James Fitzpatrick and Rhona Preston (Graduate Liaison Assistant, NCIR).

NCIR to Advise on EUCEN Conference

Dr. Freda Donoghue, Research Officer in NCIR's Policy Research Centre (PRC) has been invited to join the Advisory Committee for the 14th European Conference of the European Universities Continuing Education Network (EUCEN) which is to be held in the Burlington Hotel, Dublin from 17 to 19 October, 1997. This Advisory Committee is headed by Professor John Field of the University of Ulster at Jordanstown and includes Kieran Byrne, Professor of Education, University of Limerick, Paul Hadfield, University of Ulster, Kevin Hurley, UCD, Mairtin Ó Fathaigh, UCC, Pat Patten, Queens University, Belfast and Mikael Schnurer, Sweden. This major event will focus on the theme of 'Developing Creativity and Innovation'.

NCIR Clubs and Societies Awards

For the first year ever NCIR is holding a Clubs and Societies Awards competition to acknowledge the important role clubs and societies play in promoting student activity and to recognise their contribution to College life. The NCIR Awards include the categories of Society of the Year and Society Event of the Year. The winners in these categories will go forward to the AIB National Society of the Year and Event of the Year Awards, an annual competition which is co-ordinated by the Board of Irish College Societies. The NCIR awards will also include a range of other categories, namely Club of the Year; Club Member of the Year; Most Promising Athlete; Society Member of the Year; and Best Poster. The NCIR ceremony, at which the NCIR awards will be presented, will take place in April and the A.I.B. National Awards ceremony will be held in Cork in May. Details of award winners will be included in the next issue of the Bulletin.

NCIR Students in Rag Order!

The 1997 NCIR Students' Union Rag Week was held from 10 to 14 of February. The week kicked off with a slave auction! Prices were fluctuating, to say the least, as our auctioneer Mr. Joe O'Reilly has to be the worst mathematician in the world e.g. 'Do I hear £4.10 Yes? Do I hear £6.20?'. This was followed by the grudge match of the year featuring the Rugby Club versus the GAA Society. This, however, was no ordinary match as both teams were sent to the UCD sports ground armed with hockey sticks and a prayer! Much to the shock and horror of the ever-cocky Rugby Club the score was an



Pictured above are the Class Representatives who attended the Off-Campus Class Representatives meeting held in NCIR in November. Representatives of NCIR classes from over twenty-five locations attended.

unquestionable 8-1 in favour of the GAA Society. Numerous pints and plenty of verses of 'We Are The Champions!!' later all made their way to Club U.S.I. and tried to find their form in the Race Night. The next event on the agenda was on Tuesday and being Shrove Tuesday what better to do than stick to tradition with a few pancakes (ten per person, covered with whipped cream, yoghurt and honey). May I take the opportunity to use this space to tell you a little about the winners. Two girls, both weighing about the weight of the pancakes, who may I add were the only ones who did not cheat won the competition! That evening, brilliant hypnotist Mr. Barry gave us an excellent insight into the lifestyles of Japanese dictators and our very own NCIRSU Chippendales (in the very entertaining form of Mr. Colin O'Brien and Mr. Damien Conway!) helped while away the evening. Wednesday arrived and the lecturers were starting to look as pale as the students out of sheer terror when faced with the prospect of playing the third years in the challenge soccer match. Granted the third years were widely quoted as looking for blood but sure that was all just talk wasn't it? The third years

decided to let the lecturers have a draw since they do actually mark the exam papers but I am told that the next time they may not be so lucky. The Students' Union would like to thank the referees in the form of Professor Joyce O'Connor and Mr. Pat Connell. Wednesday evening was the Rag Ball held in conjunction with St. Pat's of Drumcondra. The main band of the evening were ASLAN who were unbelievably brilliant! The other acts were Lucid Dreams (also brilliant), Naked (debatable) and our very own Mark Gurassic, a first year student, who made his debut performance and really rose to the occasion. On Thursday, NCIR travelled to Limerick to unleash whatever was left on the unsuspecting Limerick RTC Rag Ball. The trip went fabulously and for once we came home with everybody we were meant to!!! The total raised during Rag Week was over £1,000 and money is still coming in. With this money we hope to purchase a computer for a selected school in a disadvantaged area, one of the Union's main objectives for this year.

Una O'Donoghue,
Entertainment's Officer, NCIRSU

NCIR Team in Management Competition

Congratulations to the NCIR student team who were placed tenth in the CIMA National College's Management Competition held recently. The contest involved forty-six college teams from around the country in a contest based on computerised management simulation. The students involved were Michelle Jordan, Edwina Doran, Dominic Lewis and Stephen Woulfe, all students of the B.A. in Accounting and Human Resource Management.



Members of the NCIR Student Management team, left to right, Dominic Lewis, Stephen Woulfe and Edwina Doran. Michelle Jordan was absent when the photograph was taken.



Ms. Norma Smurfit was one of the five distinguished persons who was conferred with Honorary Fellowship of NCIR at the NCIR November graduation ceremony. Norma Smurfit is pictured here being presented with her commemorative parchment by Dr P.J. Moriarty (Chair, NCIR).

NCIR to Pilot Distance Education with Telefís na Gaeilge

NCIR is currently in discussion with the Office of the Minister of Arts, Culture and the Gaeltacht regarding the development of a strategic alliance which brings together Telefís na Gaeilge, NCIR and DIT with the objective of providing a cost-effective nationwide education delivery service. This service, aimed at the most disadvantaged groups in Irish society, is to be based on NCIR's Access Certificate in Cultural Studies course, which has been identified as being particularly appropriate for a funded community-based distance education programme which combines the use of new media technology with a personal support structure. This course has been specifically designed for adults who wish to progress to third-level studies but have been out of the educational system for a long time or who have no formal educational qualifications. The pilot phase of the project will consist of six half-hour programmes transmitted on Telefís na Gaeilge and the establishment of six local study centres with academic support to facilitate group discussions and projects. Further information on this exciting initiative will be detailed in the next issue of the NCIR Bulletin. In the meantime,

interested readers may contact Carmel Coyle, Director, Centre for Educational Opportunity, NCIR, telephone 01.491 0658 regarding the project.

Discovering University - A Taste of Things to Come!

Are you thinking of going to university? Would you like to see what the inside of a third-level college looks like - the lecture theatres, the sports facilities, the restaurant, the science labs? Are you uncertain about your choice of course? Why not come and meet the lecturers and get their advice. NCIR's Discovering University Programme gives you the chance to do just that. The Programme is organised jointly by NCIR and UCD and there are separate programmes; for second-level students from 16 to 20 June and for mature students from 24 to 26 June. College lecturers from a wide range of subjects areas - Arts, Law, Business Studies, Engineering, Social Studies, Science and Languages - will give participants an overview of the different courses and career options. Participants will also have the opportunity to attend workshops on study techniques, group problem solving and enterprise skills. There will also be a number of social and sports activities - all work and no play....!! For

further details please contact Barbara Crowley, NCIR, telephone 01.491 0656.

NCIR / Dublin Chamber of Commerce to Launch Mentoring Programme

NCIR's Centre for Educational Opportunity (CEO), in association with the Dublin Schools Business Partnership (DSBP), has recently launched a special mentoring programme which will operate initially in inner-city schools. The programme involves the development of a one-to-one relationship between adults and young people with a view to motivating and supporting these young people in achieving their personal and educational potential. Students living in disadvantaged areas, in particular, will benefit from the experience of mixing with others from outside their normal environment who can help broaden their horizons, boost their self-esteem and give them advice and encouragement. The CEO has prepared a comprehensive mentor training manual to support the mentoring programme. A report on the progress of this exciting initiative will be carried in the next issue of the Bulletin.

NCIR Prize-Winners



Shaun McDonald, B.A. graduate of the B.A. in Accounting and Human Resource Management course, was named this year's NCEA Student of the Year. Shaun is pictured here being presented with his award by Dr Mary Upton (Chairperson, NCEA).



Theresa Dillon, B.A., was this year's winner of the Labour Relations Commission award for the best dissertation presented by a student of the B.A. in Industrial Relations and Personnel Management course. Theresa is pictured here being presented with her award by Kieran Mulvey (Chief Executive, Labour Relations Commission) at the November graduation ceremony.

Major Industrial Relations Congress for Dublin

The fifth European Industrial Relations Regional Congress of the International Industrial Relations Association will be held in Dublin from 26 to 29 August, 1997. It is being hosted jointly by the Irish Association for Industrial Relations and the Northern Ireland Forum for Industrial Relations. The theme will be 'The

Employment Relationship on the Eve of the 21st Century'

Presentations will be made at the Congress by both practitioners and academics including members of NCIR faculty and associate faculty. NCIR is also actively involved through the hosting of one of the Conferences seven special seminars on the topic of 'Trade Unions and Strategic Change'. A special review of the Congress, with a specific focus on the NCIR Seminar, will be carried in the next issue of the Bulletin. Further information is available from the Congress Office, c/o NCIR, telephone 01.406 0500

NCIR opens State-of-The-Art Language Laboratory

As part of the College's ongoing programme to develop and enhance facilities, a new state-of-the-art language laboratory was opened on campus in Ranelagh at the beginning of the 1996/97 academic year. The installation provides a tutor console and 16 student positions for audio work, plus CD-ROM based multimedia learning facilities for eight students at a time, working in pairs. The facility will be of particular benefit to students of the B.A. in European Business Studies and Languages course of which there are now over 100. For further information please contact Pat O'Flaherty, NCIR Manager of Information Technology, telephone 01.406 0500.

NCIR Paper Presented at Fundraising Conference

Dr. Freda Donoghue, Research Officer in NCIR's Policy Research Centre, was a guest speaker at a major conference hosted recently by the Fundraising Institute of Ireland (FII). Dr. Donoghue, who has carried out extensive research in the areas of volunteering and voluntary giving, presented a paper, co-authored by Dr. Helen Ruddle, Senior Research Officer in the PRC, entitled 'Individual Giving in Ireland: Prompted and Planned'. The paper is based on data from a charitable giving and volunteering survey published by NCIR. The event also provided NCIR with the opportunity to explore issues which will be addressed in three NCIR studies which are

ongoing. These are the third phase of the charitable giving and volunteering survey which is being done on a monthly basis over the course of a year; corporate giving - to examine the extent and nature of donations from the corporate sector to charities and voluntary organisations in Ireland; and the John Hopkins University comparative study which maps the non-profit sector; covering its income and expenditure, its size and scope, legal, history and policy and its impact.

NCIR Implements new Student Information System

Over the last nine months, NCIR has implemented a new state-of-the-art Student Information System. The benefit to students is a more streamlined, efficient, and timely service particularly in the areas of admissions, registration, fees, and other administrative functions. After a selection process which included reviewing systems from the US, Europe and Ireland, the new system selected was QUERCUS which was developed in Ireland by Odyssey Information Systems.

Postgraduate Research - NCIR Breaks New Ground

Imelda Connolly, an NCIR Ph.D student presented a paper recently at the Flux Forum at the Arthouse in Temple Bar. Imelda is currently carrying out research on gender differentiation in computer-

mediated communication (CMC) as part of her Ph.D. studies under the supervision of Dr. Ian McLeod of NCIR.

NCIR Policies Endorsed by Partnership 2000

As part of its stated policy on education, Partnership 2000 has agreed to give priority to 'a strategy to enable non-standard applicants; particularly disadvantaged and mature students to participate in third-level education, in particular by encouraging third-level institutions to develop initiatives similar to NCIR'. This is one of a number of policy measures which Partnership 2000 sees as being central to overcoming the strong link between educational disadvantage and unemployment and social exclusion.

Huang (Thomas) Shaodong, a full-time student in NCIR in 1995/1996 and 1996/1997 was tragically killed in a road traffic accident in March 1997. Thomas, from Xian in China, was twenty-nine years old and graduated as a mechanical engineer in China in 1989. He worked for several years in China before coming to Ireland in 1995. We remember him in friendship and appreciation.

Friend to Friend (In memoriam of Huang (Thomas) Shaodong)

What wind do I hear stirring
From a distant land
You came
Like the migrating swallows
surfing the air, swirling the clouds
homing a dream
You did a nestling in Ireland:
A land of green hopes, sunny mountains and
saintly hearts
Thomas, here you settled, thrived and charmed
All who came to know you, in need and in dead
Seeking a twig of wisdom, a feather of comfort and
a pint of ideas
You possessed ever
Bubbling in your mind, ever curious
And ever exploring new ways ahead of others
Still mulling a question but for you,
musing the answer
But now you lie still, pensive in silent thought.
And you need not answer now
For we stand as your answer to your own question
Are you my friend?
The wind stirs and wishfully laments
Your passing, a loving and caring soul
A friend to friend
A heartfelt loss and yet a heartfelt gain
To have you made your home
Among us.
But go and help build another home beyond
For God needs you more
And farewell I stay till we see you at
the heavenly door
Indeed we answer: We are proud to
be your friend.

Colin Tan S.J.

NCIR has set up a scholarship in memory of Huang (Thomas) Shaodong which is to be awarded on an annual basis to the highest achieving student on the National Certificate in Business Studies [Industrial Relations and Human Resource Management] course.

NCIR Honorary Fellows 1996

Pictured below are those who were conferred with Honorary Fellowship of NCIR at the NCIR conferring ceremony held in the RDS in November.



Left to right, Tony Barry, Fr Liam McKenna, S.J., Evelyn Owens, Norma Smurfit and Phil Flynn. NCIR Fellowships are conferred to mark significant national and international contributions made by individuals in the fields of business, education, voluntary sector, and trade union activities.

Letters to the Editor

In future issues we plan to expand the space given over to readers of the Bulletin and in this issue, we are announcing the launch of the Letters to the Editor page. We thank those readers who have already taken the time to put pen to paper and write to us. We invite other readers to do the same and help us to make this section a feature which will be interesting and useful to Bulletin readers. As part of the Bulletin ongoing support for Rwandan Refugee charities we will present a cheque for £25 to the Refugee Trust for each letter published and will be happy to accept matching contributions from letter-writers if they also wish to donate to this charity.

NCIR Invites Applications for Student's Summer Job Scheme

NCIR's participation in the Department of Social Welfare's Student's Summer Job Scheme in 1996 proved very successful with both the College and the students employed under the Scheme gaining enormously from the College's involvement. The College is currently applying to the Department for approval to participate in 1997 and is seeking applications from students who wish to work under the Scheme (subject to confirmation of approval). Under the Scheme, students can work a maximum of 200 hours and are paid at the rate of £3 per hour. Further information is available from Emma Maher, Careers and Appointments Officer, NCIR, telephone 01.406 0526.

Impact Trade Union Joins NCIR Partnership

Impact (the Irish Municipal, Public and Civil Trade) union has recently joined the NCIR / trade union partnership to deliver the NCEA Certificate in Trade Union Studies course. This course, which is already being delivered by NCIR in partnership with the Irish Congress of Trade Unions (ICTU) and the SIPTU trade union, is the first nationally accredited course specifically designed to meet the educational needs of Irish trade union activists and those interested in the trade union movement. The primary objective of the course, modules which are currently being delivered in Dublin, Cork, Navan and Letterkenny, is to equip graduates with the skills and knowledge required for the role of trade union representatives or active ordinary member. Impact, under the direction of Course Coordinator, Shay Cody, Deputy General Secretary of the union, plan to offer the Employment Law, Equality, Trade Unionism, Collective Bargaining and Health and Safety

modules of the course to members of the union on a day-release basis in 1997 in the organisation's Training Centre in Dublin. Further information is available from Impact or from the NCIR Off-Campus Department.

NCIR in Trade Union Briefing Seminar

On Thursday 17 April, NCIR, as part of the College's partnership with the Irish Congress of Trade Unions (ICTU) in delivering the NCEA Certificate in Trade Union Studies course, outlined details of the course and the benefits and implications of accreditation for trade unions and members at a special briefing seminar for trade unions. The Seminar, which was organised by ICTU and held in the ATGWU offices in Dublin, provided the details which any trade union interested in offering the course needs to consider. Further details are available from Margaret Nolan, Training Officer, ICTU, telephone 01.668 0641.

NCIR Works with Partnership Initiative

NCIR has joined forces with Northside Partnership, one of the country's local area-based partnerships, in a programme of

initiatives designed to promote ambition and encourage students to reach their full potential in education. The integrated pilot initiative under the title of the 'Challenger Programme', aims to increase the participation of local young people in education with a view of directing them to higher education. The initiatives involve students and their parents through fifth class primary, pre-junior Certificate and first year Leaving Certificate classes.

NCIR Certificate in Community Workplace Management Conferring

On Friday 23 May, over 400 FÁS supervisors were conferred with the NCIR Certificate in Community Workplace Management. This award is made as a result of the validation and accreditation of work carried out by these supervisors sponsored by FÁS under the Supervisor Development Programme. This FÁS programme involves hundreds of supervisors working in a wide range of community projects throughout the country. It has proved extremely successful and the validation of the programme by NCIR will further enhance it and facilitate those conferred with the award by increasing their employment and educational opportunities.

NCIR's Enterprise Programme



Participants on the NCIR/WENT Programme, left to right, standing, Pauline Slye (Lecturer), Bridget Spalding, Julia Collins, Eithne O'Donnell, Patricia Hunt (Programme Coordinator) and Cathy Marks. Left to right, seated, Emer Scully, Aisling Caulfield, Rose McCann, Gay Mitchell and Colette Keeley.

Pictured above are participants on the NCIR/ Northside Partnership Women in Enterprise and New Technology (WENT) programme. The objectives of this programme, which is funded under the EU NOW (New Opportunities for Women) initiative, is to support women and facilitate them in establishing their own businesses or operating as co-entrepreneurs. The WENT programme is being accredited by the NCEA through the delivery of modules of NCIR's National Certificate in Business Studies (Enterprise Studies) course as part of the programme. Feedback from participants is very positive and participants have expressed appreciation at having had the opportunity to access accredited third-level education locally and a number of participants have already indicated their interest in pursuing further studies in the future.



Pictured after being conferred with the NCIR Diploma in Management and Industrial Relations and NCEA ACCS credits were graduates from NCIR's Off-Campus Centre in Waterford. The graduates from Waterford were amongst the 300 NCIR graduates from Off-Campus Centres who were conferred at this ceremony. Included in the photograph is Cathleen Hartnett (Director, NCIR Off-Campus Department) back right.

NCIR to Host Major International Meeting

A major International meeting of experts to consider a set of draft principles of ethical cooperation among the beverage alcohol industry, Governments scientific researchers and the public health community will be held in Dublin from 26 to 28 May. The meeting is being jointly organised by NCIR and the International Centre for Alcohol Policies (ICAP), a non-profit organisation based in Washington DC and supported by eleven major international beverage alcohol companies. The objectives of the meeting are (1) to assist and advise in the formulation of a set of guiding principles based upon the best available information and (2) to help foster an atmosphere of mutual respect among interested parties. Although comparable sets of principles already exists in other, analogous areas few have the breath and scope of the draft which will be considered at the meeting in May. Further details are available from Carol Phelan, President's Office, NCIR, telephone 01.406 0500, email cphelan@college.ncir.ie

NCIR Highlights Current Vacancies

NCIR has recently introduced a weekly newsletter highlighting current vacancies as part of its Careers and Appointments Service to graduates and current students. The newsletter provides details of vacancies which are notified to the Careers and Appointments Service for those seeking positions. Any reader who is currently seeking a position or needs to fill a vacancy is invited to contact Emma Maher, NCIR Careers and Appointments Officer, telephone 01.406 0526.

NCIR Launches New Prospectus

As part of the College's ongoing review of how it disseminates information to potential students, it was found that the publication of details of NCIR's Adult and Continuing Education Programme in two separate publications; the NCIR Off-Campus Prospectus and the NCIR College

Prospectus was not as effective as it might be. So this year's NCIR Adult and Continuing Education Prospectus will include details of all courses wherever they are delivered. Copies of the Adult and Continuing Education Prospectus will be available from the NCIR Academic Affairs Office, telephone 01 4060500 from mid-June onwards.

Between a Laugh and a Tear

This poem, composed by Linda Garry, a student of NCIR Certificate in Access Studies - Cultural Studies course was published in the International Society of Poet's International Anthology of Poetry recently.

Mourn For Me Oh Lord

**For I have surely sinned
For when I awoke this day
I did spy a dark shadow upon my soul**

**Mourn for me oh Lord
For I shall surely die within the week
Last night a black carriage passed me by
And from inside a white hand did beckon me**

**Mourn for me oh Lord
For I have climbed aboard
Where to I asked?
But Death just smiled and turned away**

**Mourn for me oh Lord
For I am on my way
Soon destined to meet my fate
Will it be Heaven or Hell?**

**Oh Lord I have arrived
Arrived at your door
You have welcomed me in
I am at peace at last**

You Told Us What You Think!

In the last issue of the NCIR Bulletin (Vol.1 No.5 Winter 1996) we asked you to let us know what you thought of the publication and we included a Readership Survey Questionnaire with that issue. The information readers returned to us was very constructive and practical and in this issue we have started to include those suggestions which were found to be feasible. An overall review of the feedback tells us that readers are generally pleased with the publication, but would like us to include a small number of more detailed and in-depth articles in each issue. We hope that you will notice the changes we have incorporated in this issue from your suggestions. We also wish to remind readers that we always welcome feedback and suggestions so please do not wait for a readership survey questionnaire. If you want to let us know what you think. Please contact us by letter, fax, telephone call or electronic mail.



Our photograph shows Antoinette Manning (centre) from the NCIR Bulletin Editorial staff presenting a cheque to Fr. Norman Fitzgerald of the Refugee Trust, which is running project for Rwandan orphans and unaccompanied children involving the placements of hundreds of children with local foster families and providing support to the children and their families. Bernadette McKenna, Administrator, Refugee Trust (right) is also photographed. The cheque represents the donation made by NCIR on behalf of those who returned the completed Readership Survey Questionnaire from the last issue of the Bulletin.

NCIR Internet Site Comes out Tops!

One of the services available on the Telecom Eireann's new internet site is a review of World Wide Web sites in Ireland. In the first review, the NCIR site scored 4 out of a possible 5 which is the highest of any university or college apart from UCC which scored 5. In the review of the NCIR site, Telecom Eireann commented that "the College provides a range of courses and programmes including flexible learning to suit everyone. This site offers a range of information on the courses available, organised in a cohesive manner. This site is well designed, loads quickly and is instantly attractive. The information is well organised, allowing quick access to the material you require."

[www: http://www.ncir.ie](http://www.ncir.ie)