


Symposium on MERGERS IN HIGHER EDUCATION

Friday, 12th February 2016 10.30am to 4.00pm

St. Laurence's DIT, Grangegorman, Dublin 7

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- 10.30am Opening remarks**
Maggie Ryan, IMPACT Industrial Relations Facilitator for the TU4D
- 10.40am Welcome address**
Professor Brian Norton, President of DIT
- 10.50am Trade Unions and Innovation in Education**
Kevin Callinan, Deputy General Secretary, IMPACT
- 11.10am Mergers – Objectives and Processes to Date**
Tom Boland, CEO, Higher Education Authority
- 11.30am Break**
- 11.45am Panel One: Creating the Future Together**
Helle Rahbek Thomsen, University College of Northern Denmark
Kirsten Ravn Bundgaard, University College of Northern Denmark
Dr. Mike Murphy, Technological University for Dublin
Tim Daly, Munster Technological University
Facilitated by Orlaith Carmody, MediaTraining.ie
- 1.00pm Lunch**
- 1.30pm Opening remarks**
Gina O'Brien, Chairperson of Education Division, IMPACT
- 1.40pm Facilitatory, Inhibitory and Critical Success Factors for Mergers in Higher Education**
Alison Kenneally, Head of Department of Humanities, IT Carlow
- 2.10pm A Student Perspective: Their Experience through Change**
Kevin Donoghue, President, Union of Students in Ireland
- 2.25pm Panel Two: Learning from Experience**
Anna Louise Plaskett, Aarhus University, Denmark
Aase Pedersen, Aarhus University, Denmark
Linda McLeod, Scottish Funding Council
Shane Lambert, Industrial Relations Officer, Civil Service Division, IMPACT
Facilitated by Orlaith Carmody, MediaTraining.ie
- 3.55pm Closing remarks**
Stella Griffin, Assistant General Secretary, IMPACT



Kevin Callinan

Deputy General Secretary, IMPACT
Prior to his appointment as Deputy General Secretary of IMPACT in 2010, Kevin spent 12 years as the union's National Secretary for Health and Welfare. Since then he has had responsibility for the growing membership in the education sector overseeing the establishment of the

Education Division within the union in 2012.

Kevin has a lead role in strategic organising and union development for IMPACT.

He is a Vice-President of the ICTU and since July 2015 he is a member of the Executive Committee of the European Federation of Public Service Unions. He is currently a member of the National Competiveness Council.



Tom Boland

CEO, Higher Education Authority

Tom Boland is Chief Executive of the Higher Education Authority (HEA) since January 2004. The HEA is a statutory body established to allocate public funding to Irish higher education institutions; to oversee performance of the higher education and research sector generally and to

advise the Minister for Education and Skills on the development of the sector.

He is a member of the Board of the Central Applications Office and the Governing Board of IMHE, the OECD higher education programme. He is former Chairperson of the Board of HEAnet. He has previously served on the boards of Science Foundation Ireland and the Fulbright Commission.

He holds degrees in Civil Engineering and Law and was called to the Irish Bar in 1987.



Helle Rahbek Thomsen
Student adviser/international secretary at Teachers Education Aalborg, UCN, Senior Trade Union Representative HK Union, Denmark

Helle holds 34 years of experience within the administrative area from both the private and public sector. Helle's areas of responsibility at

UCN include; management of educational planning, student counseling, student admission, credit transfer, budget planning and supplier of data to the Danish Ministry of Education. She is also the administrative officer responsible for outgoing and incoming international students.

Helle is the UCN Trade Union Representative, representing 140 administrative staff. She is also the UCN Senior Trade Union Representative with responsibility for over 8 junior Union Representatives.

She is also a board member of the HK Union Board, Northern Denmark.



Kirsten Ravn Bundgaard
Rector at UCN Aalborg, Region Nordjylland, Denmark

Cand. scient. adm., University of Aalborg
Kirsten holds 18 years of experience within both the private and public sector. Currently Kirsten works with responsibility for strategic development in the complex fusions of

organisations. Kirsten's leadership is built on a foundation of political science experience in organisational and cultural development as well as quality development in the framework of complex law systems. Kirsten is particularly focused on building high performance teams, strengthening talents and a strong result culture for reaching common targets.



Dr. Mike Murphy
Technological University for Dublin

In February 2014, Mike took on the role of coordinating the merger and integration of Dublin Institute of Technology with the Institute of Technology Tallaght and the Institute of Technology Blanchardstown, with the goal of creating the first technological university in Ireland –

TU4Dublin. In this role he reports to the Presidents of DIT, ITT and ITB.

Mike has authored eight book chapters and fifteen peer-reviewed conference papers, mostly focussed on engineering education and engineering development. Mike has secured research and education grants totalling more than €1 million.

Mike holds an Honours Diploma in Electrical Engineering from Dublin Institute of Technology, BSc (Eng) from Trinity College Dublin, MEng and PhD degrees from Stevens Institute of Technology in the United States.



Tim Daly

Munster Technological University

Tim has worked as the ITT Project Manager on the Munster Technological University project since 2012. Prior to his role as Manager for Strategic Developments at the Institute of Technology Tralee, Tim was the Academic Administration and Student Affairs Manager. Since

joining ITT in 2008 Tim has led and managed a variety of functional areas and projects. From championing the establishment of the E-learning Development and Support Unit in ITT, overseeing projects focused on transforming administrative processes in the Student Services arena to more recently leading the MTU project for ITT, Tim has always been immersed in operational and organisational change.

In advance of joining ITT, Tim worked with IBM as Manager for Business Process Transformation which he commenced after a number of years in New Product Introduction Programme Management.

Tim holds a B.Comm and a Masters of Business Studies, both from UCD.



Orlaith Carmody

Director of MediaTraining.ie

Orlaith is a broadcaster, motivational speaker and media commentator, and director of MediaTraining.ie, the communications and management consultancy she established with Gavin Duffy in 1992. She wrote for national newspapers and magazines before moving into broadcast news

reporting and production with LMFM and Century Radio, and later with RTÉ where she was a senior staff journalist throughout the nineties. She was a 2010 Screen Training Ireland bursary award winner and participated in the international Entertainment Master Class programme. She joined the board of the HRM Recruitment Group in 2011.



Gina O'Brien

Chairperson, Education Division, IMPACT

Gina O'Brien is currently the Industrial Relations Facilitator for the Munster Technological University Merger. She is an employee of Cork Institute of Technology where she graduated with a Bachelor of Business (Honours) in Business in 2007.

She has represented IMPACT members on many educational forums and is also the Chairperson of the IMPACT Institutes of Technology Branch. She is the Chairperson of IMPACT's Education Divisional Executive and is also a member of the union's Central Executive

Committee. She represents IMPACT's educational division members on the Department of Education's Strategy and Policy Forum.



Allison Kenneally

B.C.L., B.A., LL.M. (Comm), PgCert.

Allison is a graduate of University College Dublin where she completed an undergraduate Bachelor's degree in Law and a Master's degree in Commercial Law. She also holds an undergraduate Degree in Financial Services from WIT and a

Postgraduate Certificate in Third Level Learning and teaching from DIT. She has worked in the School of Business & Humanities at the Institute of Technology Carlow for over ten years, having held the post of Senior Lecturer in Law before taking her current role as Head of Department of Humanities.

Allison is currently pursuing a doctorate in Higher Education Management in the University of Bath. Allison is an associate member of the International Centre of Higher Education Management (ICHEM) research group at the University of Bath and is also a member of the Irish Association of Law Teachers. Her current research interests are Mergers and System Reconfiguration in Higher Education, Organisational Culture and Change Management. Allison has also published a leading textbook 'The Irish Legal System' (Clarus Press, 2013).



Kevin Donoghue

President of Union of Students in Ireland

Kevin came to USI in 2013 as Vice President for the Border, Midlands & Western region. He has since served as Deputy President and Vice-President for Academic Affairs and Quality Assurance.

A Mayo native Kevin studied legal science and philosophy in NUI Galway before completing his LLB. During his time in Galway he served as class rep, the first Convenor for Arts, Social Sciences & Celtic studies. He was also postgraduate officer for a brief period.

As President Kevin serves on the board of the HEA and is responsible for the day to day and long term strategic goals of the organisation.



Anna Louise Dolan Plaskett
**Arts PhD and Internationalisation/
 PhD Administration, Aarhus
 University**

Anna Louise leads the administrative section of the PhD Admin at Faculty of Arts, Aarhus University. She has recently been elected as the technical/administrative representative, in early February she was

elected on the Aarhus University Board.

Between the years 2006-2012, she was the joint union representative for the staff organised in HK Stat/office staff, surgery assistants and graphic designers.

The Universities in Denmark went through substantial mergers during 2006/2007 causing many changes at Aarhus University of which Anna Louise has been involved in both, as a member of staff and also as a union representative.



Aase Pedersen Rakkolainen
Convenor, Aarhus University

Aase is the Convenor for the administrative and technical staff at Aarhus University. She is the Convenor for 4,500 employees who are organised within 14 different trade unions. Some of the employments include surgery assistants, laboratory workers, metalworkers,

cleaners, IT staff, public servants, and technicians.

Aase is also the Vice President of the works council at the University, as well as the Vice-President for HK Stat, Aarhus University. She is the Chairperson for 75 shop stewards at the University.



Linda McLeod
Scottish Funding Council

Linda is an Assistant Director at the Scottish Funding Council (SFC), the strategic body which funds teaching and learning provision, research and other activities in Scotland's colleges and higher education institutions.

Linda has held a range of portfolios at SFC, including college and university mergers, widening access, skills utilisation and strategic development. Over the last few years she has been working to develop outcome agreements with college regions and universities, as part of the Scottish

Government's reform agenda. This included structural change and a range of mergers across the college sector. She also leads on work with NUS Scotland on the development of Students' Associations in colleges.

Prior to joining SFC Linda was a researcher in Social Policy at the University of Edinburgh and contributed to the University's widening access work.



Shane Lambert
**Industrial Relations Officer,
 IMPACT**

Shane is an official with IMPACT trade union. He became an IMPACT member in 1999 during his employment in the public service. In 2006 he took a career break to work in the private sector.

Returning to the public service amid the backdrop of an uncertain economic climate in 2009, he became active in the South Dublin Branch of IMPACT. He became chair of that Branch less than a year later. He was elected to the Local Government and Local Services division of IMPACT in May 2011 where he became Vice Chair of the division in November 2011 and Chair in May 2012.

Shane remained Chair of the Local Government and Local Services Division until May 2015 where he was a member of IMPACT's Central Executive Committee. He joined the IMPACT staff in June 2015 where he now represents members in both the Municipal and Civil Service Divisions.



Stella Griffin
**Assistant General Secretary,
 IMPACT**

Stella Griffin has been an activist of IMPACT Trade Union since 1998. She was formerly the Secretary of one of IMPACT's largest branches, the Eastern Health Board. Stella was on full-time release for nine years with the Eastern Health Branch. She became an Assistant General

Secretary with IMPACT Trade Union in 2010 where she currently represents over 5,500 members across the Education Division. Stella is currently the Official with the Institutes of Technology branch, the Educational Training Boards, School Completion Programme and Education No.1 branch. She has previously served as an Official with the Municipal, Local Government and Health Divisions.



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