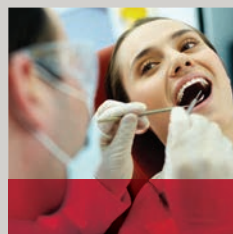
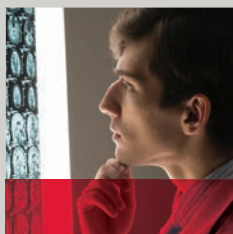
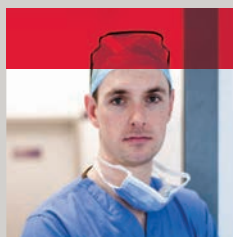




ANNUAL REPORT 2012/13

RCSI DEVELOPING HEALTHCARE LEADERS WHO MAKE A DIFFERENCE WORLDWIDE



CONTENTS

Governance

President's Review	8
Council Members	12
Senior Management Team	14
Chief Executive's Review	15
Milestones and Achievements	20

Strategic Highlights	24
----------------------	----

Surgical Affairs	28
------------------	----

Research	34
----------	----

Education, Teaching and Learning

Faculty of Medicine & Health Sciences	42
School of Pharmacy	46
School of Physiotherapy	48
School of Postgraduate Studies	50
Institute of Leadership	52
Faculty of Dentistry	54
Faculty of Radiologists	56
Faculty of Nursing & Midwifery & School of Nursing	58
Faculty of Sports & Exercise Medicine, RCPI and RCSI	60

International	62
---------------	----

Student and Alumni Experience	68
-------------------------------	----

Community	72
-----------	----

Finance	78
---------	----

Appendix	84
----------	----

The reporting period for the Annual Report 2012/2013 is 1st July 2012 – 30th June 2013.

The Royal College of Surgeons in Ireland is a registered charity for the promotion of the practice of surgery, dentistry, nursing and radiology and the provision of education, training and research in medicine and allied health sciences.
Registered charity number CHY 1277.

KEY STATISTICS

RCSI DEVELOPING HEALTHCARE LEADERS
WHO MAKE A DIFFERENCE WORLDWIDE

Number of registered students

4,185

Number of staff

907

Alumni since 1784

21,156

Number of undergraduate
students

2,097

Surgical trainees

425

Higher degrees by
research students

222

Research funding income 2012/13

€11.3m

RCSI COMMITTED TO EDUCATIONAL EXCELLENCE

EXPERTLY TRAINED GRADUATES MAKING AN IMPACT GLOBALLY

In every RCSI campus our specialist teams of educators, researchers and practising healthcare professionals set standards in academic and clinical training that are recognised throughout the world.

Sarah Pilon and Vivienne Sullivan celebrate their graduation at the annual conferring ceremony in June 2013. They are one of 226 who graduated with MB, BCh, BAO (NUI, RCSI), LRCP & SI qualification which is highly prized and recognised worldwide.



Students at an anatomy class given by Professor Andrew Charles Gomez in Perdana University-RCSI School of Medicine in Malaysia. Small group teaching sessions and tutorials are an integral part of undergraduate teaching across RCSI campuses.



Dr Alice McGarvey, Senior Lecturer and Vice-Dean for Career Development, delivers a lecture to Junior Cycle medical students at RCSI in Dublin.



RCSI ADVANCING PATIENT CARE

NEW DISCOVERIES TRANSLATED TO PATIENT TREATMENTS

RCSI by continually building our research capability, by investing in facilities and by nurturing an active research community throughout our extensive teaching, research and clinical network, delivers results that enhance human health worldwide.

The RCSI Institute of Research is one of Ireland's foremost research centres. Research at RCSI focuses on a number of core areas including cancer, cardiovascular disease, bioengineering, respiratory diseases and pharmaceutical research.



The annual Research Day provides RCSI scientists with the opportunity to showcase their latest research findings and highlights the importance of impactful research within the College. Pictured are Dr Steve Kerrigan, Principal Investigator and Dr Amro Widaa, Postdoctoral Researcher, who collaborated on research into bone disease caused by multi-resistant bacteria (MRSA).



RCSI is committed to delivering excellence in surgical education and training and setting and supporting the highest possible standards in surgical practice, to ensure safe quality patient care. RCSI is a world leader in surgical innovation and has invested in excess of €800,000 in state of the art simulation technology in the past two years.



RCSI COMMITTED TO COMMUNITY ENGAGEMENT

ENHANCING THE STANDARDS OF EDUCATION, HEALTH
AND WELLBEING IN OUR LOCAL COMMUNITIES.

RCSI's guiding principle is to use our core expertise to help others, leading to health, educational and social gain for both individuals and communities locally, nationally and internationally.

RCSI was transformed into a crime scene to host a free, hands-on science workshop for primary school children as part of the Dublin City of Science 2012 public engagement festival. The workshop used the theme of crime-solving to encourage participants to develop an interest and enthusiasm for science. RCSI medical student Elizabeth Ahern-Flynn (right) explains fingerprinting to Adam.



The RCSI/COSECSA (College of Surgeons of East, Central and Southern Africa programme) collaboration programme was established to increase the provision of quality, essential surgical and emergency care. Pictured is Grace Ahona and her daughter Masindi at Lacor Hospital in Gulu, Uganda which is among the COSECSA accredited training hospitals. (Photograph by Niamh Griffin).





RCSI staff and students volunteered their time for the Annual REACH RCSI Sports Day. The annual event aims to raise awareness and promote life-long recreation and community health among local primary school children.

GOVERNANCE PRESIDENT'S REVIEW

Since its foundation in 1784, the core mission of the Royal College of Surgeons in Ireland has been the education and training of doctors and health care professionals to the highest standard.

Two hundred and twenty nine years following its foundation, RCSI continues to deliver its core mission in Ireland and globally, through a significant international footprint. During the past year, the trajectory of our domestic and international activities has been very much in the ascent and this review highlights some of the important developments and achievements.

Medical and Health Sciences

This year we have graduated 227 medical students from both the 5-year and Graduate Entry Programme in Dublin. We have been successful in getting Internship posts for all of our graduates who wish to stay in Ireland, due to the hard work of our local Intern Co-ordinators and Professor Eilis McGovern, National Programme Director for Medical Training. The Student Academic and Regulatory Affairs Department (SARA) has completed its first year following its revamping and the feedback from all users, both students and staff, is very positive. Congratulations to Judith Gilroy and her team for making this department such a spectacular success.

In our overseas campuses, we have graduated a further cohort of 183 medical doctors (120 in Penang, 63 in Bahrain) and 114 nurses in Bahrain.

Included in the Penang cohort this year was the 1,000th graduating student and this important milestone for Penang Medical College (PMC) was justifiably celebrated. PMC is now jointly owned by RCSI and University College Dublin (UCD) and some changes in governance will be required. The Malaysian Government have flagged a reduction in scholarship support for its students which will affect our business model and, therefore, new markets are being actively researched.

Our newest project in Malaysia, in Perdana University Medical School in Kuala Lumpur is progressing well and has successfully completed its second year. The recent Irish Medical Council inspection resulted in accreditation for the programme. Recruitment in Perdana to the 5-year programme is strong and Clinical Professors in Surgery and Medicine have recently been appointed as the students now enter their clinical years. Kuala Lumpur General Hospital has been secured as one of our clinical sites. We had the pleasure of inspecting the hospital during the summer and there is little doubt it will add hugely to the potential for good clinical teaching in Perdana University Medical School. Our medical education ethos is unique in that the curriculum and examination process is completely uniform across all four campuses in Dublin, Bahrain, Perdana and Penang. The success of this model requires tremendous logistics and co-ordination between the academic heads and the senior administrative

Our medical education ethos is unique in that the curriculum and examination process is completely uniform across all four campuses in Dublin, Bahrain, Perdana and Penang.

Professor Patrick J. Broe
President, RCSI



Changing the surgical training paradigm was one of the major ambitions of my Presidency and I am pleased to report that as a result of the efforts of all concerned the new programme is commencing in July 2013.

personnel of the medical faculties. Great credit is due to all concerned under the leadership of our Dean, Professor Hannah McGee. The excellence of our graduating medical students is internationally recognised and many of our students achieve high rankings in matching programmes in Canada and the United States, while those who do initial training in Ireland and subsequently travel abroad for Fellowships are immediately identified as outstanding young clinicians such that many are offered staff positions on completion of their Fellowships.

We recognise that continued recruitment of the brightest and best to RCSI in Dublin necessitates further development of our campus in St. Stephen's Green. Plans are well-advanced to build a New Academic and Education Building (NAEB) on York Street. This will be an eight storey state-of-the-art building, with library facilities on three floors, a clinical skills centre, a surgical training facility, and recreational and lecture hall facilities. It is hoped to lay the foundation stone during the coming year.

In the School of Pharmacy, final touches are being applied to the establishment of the Irish Institute of Pharmacy for the Pharmaceutical Society of Ireland. The School of Pharmacy has already established itself as one of the premier pharmacy schools in the country and under the leadership of Professor Paul Gallagher the establishment of the Institute will further enhance its national role. Our School of Physiotherapy continues to expand its postgraduate programmes.

Department of Surgical Affairs

The Department of Surgical Affairs has been extremely busy during the past year. In particular, the planning and organisation of the new Surgical Training Pathway has involved a huge amount of work with all of the training committees of the specialties, as well as with the hospitals and Medical Education & Training Department (METR) of the HSE. Changing the surgical training paradigm was one of the major ambitions of my Presidency and I am pleased to report that as a result of the efforts of all concerned the new programme is commencing in July 2013. In this new surgical pathway, the so called 'gap' years have been eliminated and, with it, the whole process of preparation and interview for appointment to Higher Surgical Training. The new surgical training programme consists of one year of training in the generality of surgery followed by basic training in the trainee's specialty of choice. Progression to the further years of the programme (ST3-ST8) will be competency-based in association with a requirement for passing of the Membership examination and other key performance indicators.

There is great excitement about this new programme, not only in the College, but also in the surgical community. Recruitment to surgery has received a significant boost as indicated by the application numbers for the new programme. Surgical trainers are reinvigorated and will have tremendous additional work and responsibility in providing rigorous assessment of trainees as they progress. I am extremely grateful to Eunan Friel, Kieran Tangney, Professor Oscar Traynor, Professor Sean Tierney and all of the other personnel, both surgical and administrative, who have worked so hard to develop this programme so that it can commence in July 2013.

GOVERNANCE

PRESIDENT'S REVIEW

The work of the Clinical Programmes under the leadership of Professor Frank Keane and Mr Ken Mealy has continued throughout the year. In July 2013, the Minister for Health, Dr James Reilly will launch the model for Acute Care Surgery following the successful launch previously of the Elective Surgical Programme. A lot of work has gone in to the development of these programmes and we will strongly urge the Minister to support their implementation which we, in RCSI, feel will greatly enhance the quality of care for surgical patients.

The development of the National Office of Clinical Audit (NOCA) has been one of the very positive spin-offs of our collaboration with the HSE. The NOCA office was inaugurated one year ago and its governance board was established. There are several audit streams including the Irish Audit of Surgical Mortality (IASM), the Joint Register, the Intensive Care Audit, and the Trauma Audit and Research Network (TARN) Audit for trauma services. The IASM project has experienced some delay due to legal issues around the confidentiality of the data. Until the new Health Information Act – in which we have requested privilege for contributors to this audit programme – is introduced, we would be unable to guarantee confidentiality to contributing surgeons. The delay in the initiation of this important audit activity has not deterred the enthusiasm and drive within the NOCA office and the other audit streams have become a very strong focus of attention. The enthusiasm of Mr Ken Mealy, the Clinical Lead for Audit, has been critical to progress to date in the establishment of the streams and will be equally crucial to their ultimate success.

Medical Validation Ireland (MVlrl) is a new RCSI body which has won a contract with Hamad Medical Corporation in Qatar to benchmark the qualifications and experience of its Consultant Doctors against Irish standards.

Medical Validation Ireland (MVlrl) is a new RCSI body which has won a contract with Hamad Medical Corporation in Qatar to benchmark the qualifications and experience of its Consultant Doctors against Irish standards. RCSI was successful in bidding against other groups for this contract and this initiative is being delivered in collaboration with six other Irish postgraduate training bodies. This marks the first occasion in which these bodies have co-operatively responded to an international tender and will hopefully provide a template for further overseas initiatives in the future. Mr Paul Nolan from the Department of Surgical Affairs has led on this important opportunity for RCSI to develop further business contacts in Qatar and we congratulate him on his success. A dedicated MVlrl Programme Office has been established to manage this initiative.

Under the chairmanship of Professor Paul Redmond, a Court of Examiners has been established. Examination and assessment are core activities of our participating surgeons in the education, training and assessment of future generations of surgeons. It has long been felt that examiners in the College are undervalued and, therefore, the establishment of the Court is designed to acknowledge their contribution in order to increase recruitment and to provide a forum through which they can voice opinions and feedback about the examination process. The official launch of the Court of Examiners is expected in autumn of this year. In the MRCSI examination, we have now moved from the oral and clinical exam to the OSCE format. This brings us into alignment with our sister Colleges in the conduct of the MRCS examination. With the format of MRCS now uniform throughout the four Royal Colleges, it paves the way for the exam to possibly become fully intercollegiate in due course.

One of the most exciting intercollegiate activities of recent years has been the development of the Joint Surgical Colleges Fellowship Examination (JSCFE). This examination is an intercollegiate exit examination based on our own intercollegiate curriculum in the UK and Ireland which will be delivered overseas. The first examination in General Surgery Part A has taken place in May 2013, with another sitting of Part A planned for September. The Part B Clinical and Oral examination will take place in Al Ain in the UAE in November 2013. It is planned, thereafter, to deliver the examination in other specialties, including Trauma and Orthopaedics and Neurosurgery.

At home, we continue to work closely with the Forum of Postgraduate Training Bodies where RCSI can address shared issues and challenges in training. RCSI is very pleased that Mr Eunan Friel is now taking up the post of Secretary to the Forum and we congratulate him on that

appointment. We also gratefully acknowledge Professor Frank Keane, Chair of the Forum for the past two years. Through his continued membership of our Council, he provides frequent reports and updates on major issues being addressed at Forum. There is no doubt that the major challenge we face is the retention of trainees in Ireland for future renewal of the Consultant workforce.

Governance

Under the Chairmanship of Professor Tom Gorey the governance review process continues. The previous Governance Committee had spent considerable time looking at various models of governance which would guarantee the primacy of Council but at the same time provide for a level of expertise and competency from, perhaps, non-executive directors who would be of significant support to the senior management team in the day-to-day running of the College. As incoming President last year, I co-opted Mr Justice Peter Kelly and Mr Willie Cotter as lay members of Council, and all are agreed that they have contributed hugely to its workings. These two men are now sitting on our Governance Committee and, having seen how Council works and what its role is in the overall governance of the College, they are in a prime position to advise and contribute to how we will reshape governance over the coming year or 18 months. This is a difficult, but hugely important, project which is critical for the future success of the College in all its different activities.

Corporate/Social responsibility

RCSI has always been aware of its privileged role in society and has engaged in both local and international efforts to improve the health and education of people in societies less well off than ourselves. The REACH programme, providing educational opportunities for children in the neighbourhood immediately surrounding our campus in St. Stephen's Green, has gone from strength to strength. In the international arena, RCSI has shown particular leadership in its involvement and support for the COSECSA project with the help of funding from Irish Aid. Our College has supported COSECSA in the areas of IT infrastructure, 'training the trainer courses', surgical skills courses and examinations. Our Vice-President, Mr Declan Magee is the outgoing Chair of the International Outreach Committee and has dedicated considerable time and effort to making that project a success. At a recent international meeting of surgical leaders the RCSI/COSECSA initiative was highlighted as one of the leading examples of global surgical support currently in operation. We are committed to a continuation of this project, even in the absence of funding from Irish Aid.

There are other important international projects with which our staff are involved. In particular Professor Kevin McGuigan's Solar Water Disinfection Project (SODIS) has proved a huge success and continues to expand. Professor Ruairi Brugh's 5-year EU-funded project, COST Africa, is progressing well in the education of clinical officers (non-medically qualified health care workers) to carry out surgical procedures at district hospitals in Malawi and Zambia.

Conclusion

It is a tremendous honour and privilege to be President of RCSI. I have very much enjoyed my first year of Presidency. RCSI is an outstanding organisation with a wonderful heritage, but its continued success is related to the exceptional work ethic of its staff led by Professor Cathal Kelly, our CEO. He, and his senior management team supported by Council, provide the leadership and strategic thinking that will guarantee us continued success and security into the future.

RCSI has always been aware of its privileged role in society and has engaged in both local and international efforts to improve the health and education of people in societies less well off than ourselves.

COUNCIL MEMBERS



Professor Patrick J. Broe
President, RCSI
Consultant Surgeon
(General)
Beaumont Hospital

Mr Declan Magee
Vice-President, RCSI
Consultant Surgeon
(General)
Blackrock Clinic

Mr Frank McManus
Retired Consultant Surgeon
(Orthopaedic)
Mater Misericordiae Hospital

Professor A.E. (Freddie) Wood
Consultant Surgeon
(Cardiothoracic)
Royal Victoria Hospital
Northern Ireland

Professor W. Arthur Tanner
Chief Medical Officer,
Leinster Rugby
Retired Director of Surgical Affairs
RCSI

Professor John Hyland
Consultant Surgeon
(General/Colorectal)
St. Vincent's University Hospital

Mr Parnell Keeling
Consultant Surgeon
(General)
Bon Secours Hospital
Glasnevin

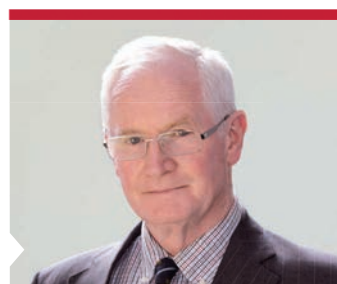
Professor Thomas F. Gorey
Consultant Surgeon
(General/Breast/Thyroid)
Mater Misericordiae Hospital

Mr Kevin O'Malley
Consultant Surgeon
(General/Vascular)
Mater Misericordiae Hospital

Professor Eilis McGovern
Immediate Past-President, RCSI
National Programme Director for
Medical Training, HSE

Mr Joseph G. O'Beirne
Consultant Surgeon
(Orthopaedic)
Waterford Regional Hospital

Professor P. Ronan O'Connell
Professor of Surgery &
Consultant Surgeon
(Colorectal)
UCD & St. Vincent's Hospital



Mr Michael E O'Sullivan
Consultant Surgeon
(Trauma & Orthopaedic)
University Hospital Galway/
Merlin Park Hospital

Mr David Moore
Consultant Surgeon
(Trauma & Orthopaedic)
Our Lady's Children's Hospital
Crumlin/Tallaght Hospital

Professor Kevin Conlon
Professor of Surgery & Consultant
Surgeon (General & HPB)
Trinity College Dublin
St. Vincent's University Hospital
& Tallaght Hospital

Mr Kenneth Mealy
Consultant Surgeon
(General)
Wexford General Hospital

Dr Laura Viani
Consultant Surgeon
(Otolaryngology)
Director of National Cochlear
Implant Programme
Beaumont Hospital

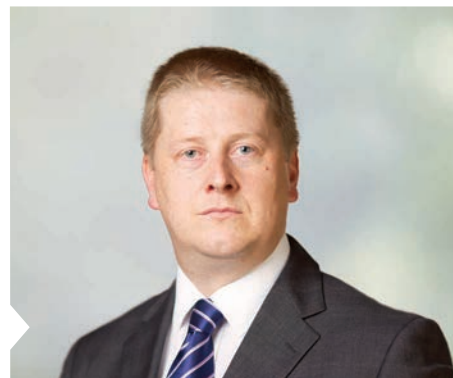
Professor Michael J. Kerin
Professor and Head of Department
of Surgery & Consultant Surgeon
(Breast/Endocrine/General)
NUI Galway & Galway University
Hospital

Professor Frank B.V. Keane
Past-President, RCSI
Retired Consultant Surgeon
(General/Colorectal)
The Adelaide & Meath Hospital
incorporating the National
Children's Hospital, Tallaght

Professor Michael Earley
Consultant Surgeon (Plastic
reconstructive and aesthetic)
Mater Misericordiae Hospital &
the Children's University Hospital,
Temple Street

Mr Keith Synnott
Consultant Surgeon
(Trauma & Orthopaedic)
Mater Misericordiae
University Hospital

SENIOR MANAGEMENT TEAM



Clockwise from top left:

Professor Hannah McGee
Dean of the Faculty of Medicine and
Health Sciences

Professor Raymond Stallings
Director of Research

Ms Jennifer Cullinane
Director of Finance

Mr Barry Holmes
Director of Human Resources

Mr Eunan Friel
Managing Director of Surgical Affairs

Mr Michael McGrail
Director of Corporate Strategy

CHIEF EXECUTIVE'S REVIEW

Professor Cathal Kelly
Chief Executive / Registrar



This annual report outlines the College's position and highlights our achievements during 2012/13, which was a very productive and successful year.

At RCSI, our mission is to educate, nurture and discover, for the benefit of human health. Through the pursuit of education, learning and research in healthcare, we can achieve this mission. Each of those roles was in the spotlight during 2012/13, where we saw aspirations fulfilled and achievements recognised.

Education

In June this year, a new strategic plan, 'Growth & Excellence', for the Faculty of Medicine and Health Sciences was launched. The strategy builds on the College's international reputation as a centre for excellence in healthcare professional development, training and education, and addresses five strategic goals that provide a clear roadmap for us to achieve our mission; 'to educate, nurture and discover for the benefit of human health'. These five goals are: excellence in education; leadership in international medical education; impactful research and innovation in health sciences and education; enhanced organisational capabilities; and strong strategic partnerships.

Our strategic priorities are central to providing our students with an outstanding student experience and inspiring them to be future world leaders in healthcare and innovation. For our staff, we are committed to investing in and developing our people as leaders in healthcare education and research. The 'Growth and Excellence' strategy is informing key decisions and is a significant step towards achieving our vision to be recognised as a leading international centre for professional education, research and innovation in healthcare.

Our commitment to the goals outlined in our strategic plan is evident from the number of new appointments made in the College this year. These include: a Technology Enhanced Learning Manager, to develop and implement blended learning solutions to address our student needs; a Student Career Development Manager, to work with our students to develop individual career plans, and provide career management and support as part of our students education programme; a Professor of Health Professions Education to establish and lead RCSI's new Health Professions Education (HPE) Centre; and, a new Professor and Head of Department of Pharmaceutical and Medicinal Chemistry.

Our strategic priorities are central to providing our students with an outstanding student experience and inspiring them to be future world leaders in healthcare and innovation.

We have also appointed an Associate Director for Alumni Development, a Clinical Relationships Manager, a 3U Director, a Clinical Revalidation Programme Manager, a Deputy Director of Applied Research, a Deputy Dean for Clinical Studies, a Senior Research Project Officer, a Learning and Development Manager and a Health and Safety Manager.

In April this year, colleagues past and present came together to mark the retirement of Professor Kevin Nolan, and to recognise his outstanding contribution as Head of the

CHIEF EXECUTIVE'S REVIEW

The 3U Partnership was created to bring together these three distinctive and leading institutions to work on shared initiatives while delivering world-class education and research opportunities.

Department of Pharmaceutical and Medicinal Chemistry and the Foundation Head of the School of Postgraduate Studies. Academic colleagues from RCSI in Dublin and Bahrain, along with colleagues from universities in Ireland, the UK, Belgium, Hungary and the US, honoured Professor Nolan's enormous contribution to academia. Kevin has made an outstanding contribution to RCSI over the past 26 years. He is the ideal academic leader, a true teacher and student advocate, committed to the advancement of junior academic staff; an innovator in both education and his field of medicinal chemistry; and a selfless team player.

Following Kevin's retirement, Professor Niamh Moran was appointed as the new Head of the School of Postgraduate Studies. Niamh is an Associate Professor in Molecular & Cellular Therapeutics in the College. In 2001, she established the first taught PhD programme in Ireland at RCSI and this is the basis for the current HRB-funded PhD Scholar programme, on which Professor Moran is an executive member. I would like to wish Niamh all the very best in her new position.

In June, the College awarded The Rt Hon Professor the Lord Darzi of Denham KBE the third RCSI honorary doctorate at the June conferring ceremony. Lord Darzi graduated from RCSI in 1984 and he retains strong links with the College. He was chosen to receive the honorary doctorate to recognise the outstanding contributions he has made in the fields of medicine and surgery.

In June, we also celebrated the first anniversary of the 3U Partnership (a collaboration between RCSI, NUI Maynooth, and Dublin City University). The 3U Partnership was created to bring together these three distinctive and leading institutions to work on shared initiatives while delivering world-class education and research opportunities. The past 12 months have seen the 3U Partnership develop collaborations in the areas of education and research.

Research

Research-informed education characterises our student experience, and the benefits of our students being taught by those with active and successful careers in research is at the centre of education in RCSI.

In October, Professor Raymond Stallings was appointed Director of Research and appointed to the senior management team of the College, following the retirement of Professor John Kelly in June. Ray is an internationally recognised leader in the area of cancer genomics, and I look forward to working with him in driving the research strategy of the College forward.

We are strongly committed to delivering on our translational research agenda. This year saw an increase in the number of research proposals funded and the level of funding income received; 93 research proposals to the value of €11.3m received funding. While the past number of years have witnessed a significantly lower level of national funding support available to the research community, the College has still been particularly successful in securing national grants from Science Foundation Ireland and the Health Research Board in particular.



The standing of RCSI research is clearly evident by the high impact of journals in which RCSI was published including: British Medical Journal; Nature Genetics; American Journal of Psychiatry; and Cancer Research Journal.

The standing of RCSI research is clearly evident by the high impact of journals in which RCSI was published including: British Medical Journal; Nature Genetics; American Journal of Psychiatry; and Cancer Research Journal, to name just a few.

Surgical Affairs

The activities of the Department of Surgical Affairs continue to expand in the areas of surgical training, surgical practice, research and international programmes, as we strive to ensure excellence in surgical education and training while supporting the highest possible standards in surgical practice.

A central focus for the surgical training team this year was the development of a new surgical training pathway to move to a shorter, more streamlined training process. The new programme will facilitate the completion of structured training to CCST level within a continuous eight-year programme and will eliminate the so-called 'gap' years between Basic and Higher Surgical Training, with lab based research becoming an option in later years of training.

Our commitment to surgical training is also evident by the significant investment made this year in new surgical training equipment, the recruitment of a Learning Development Manager, and the development of an app for surgical trainees to assist in their training.

Within surgical practice, the Department of Surgical Affairs continues to enhance its leadership role through initiatives such as the National Surgery Programme, which, in conjunction with the HSE is working to shape the future delivery model of surgery in Ireland. The first stream of the programme assessed the delivery of elective surgery procedures. The second part of the stream will review the acute surgery programme, and is due for launch in July 2013. The National Office of Clinical Audit, which was launched in 2012 is continuing to work to develop sustainable clinical audit programmes in agreed specialties. Also, within surgical practice, we are continuing to build our relationship with our national and international Fellows and Members to create stronger links with this important community.

A central focus for the surgical training team this year was the development of a new surgical training pathway to move to a shorter, more streamlined training process.

Within surgical practice, the Department of Surgical Affairs continues to enhance its leadership role through initiatives such as the National Surgery Programme.

Through the Department of Surgical Affairs, RCSI was appointed by Hamad Medical Corporation (HMC) in Qatar to benchmark the qualifications and experience of its consultant doctors against Irish standards. A new Irish body, Medical Validation Ireland (MVIRI), was established to manage the assessment process. The initiative is being led by RCSI in collaboration with: the Royal College of Physicians of Ireland; the College of Anaesthetists of Ireland; the College of Psychiatrists of Ireland; Faculties of Dentistry and Radiologists at RCSI; and the Irish College of General Practitioners.

International

In Malaysia, our most recent venture in Perdana University Medical School in Kuala Lumpur, is progressing well, and has received accreditation from the Irish Medical Council.

CHIEF EXECUTIVE'S REVIEW

In Malaysia, our most recent venture in Perdana University Medical School in Kuala Lumpur, is progressing well, and has received accreditation from the Irish Medical Council.

Since 1996, the College, in conjunction with UCD, and state and private sector representatives in Penang, has operated the very successful Penang Medical College. This year, RCSI and UCD became joint owners of Penang Medical College. A milestone in Ireland's role as an international partner in medical education was reached with the conferral of the 1000th student from PMC in June.

In Bahrain, a new library and resource centre was opened in September to cater for the growing number of students. Within the area of research, a new Research Office was opened to strengthen research collaborations with RCSI Dublin and link in with higher education institutions in the Gulf region. The office has already been successful in securing funding on a number of research projects. In April, Professor Sameer O'toom was appointed Interim President of RCSI Bahrain. Sameer joined RCSI Bahrain in 2005. He became Dean of RCSI Bahrain in 2009, and was appointed Vice-President for Academic Affairs in 2012. We have also made a number of other key senior appointments within the University, which highlights the College's commitment to working in the region.

In Dubai, our student numbers continue to grow through the RCSI Institute of Leadership. Plans are currently in place to move the Institute's Dubai office to the new Sheik Mohammad Bin Rashid Al Maktoum Academic Medical Centre in Dubai Healthcare City.

In the Community

As a leading institution in healthcare, medicine and research, we endeavour to advance the health and wellbeing of people worldwide, and continuously seek ways to further our humanitarian goals. We greatly support and salute the efforts of many of our staff, students and fellows who volunteer their time and skills to improve standards of health, education and life chances for those who need it most.

Our local outreach and access programme (REACH RCSI) continues to work to promote education and lifelong health in the local community of South East Inner City Dublin. Highlights of the year include the "Cracking Crime with Science" initiative, one component of RCSI's contributions to the Dublin City of Science Public Engagement Programme, and hosting the final of the Debating Science Issues Competition.

Internationally, the College's collaboration programme with the College of Surgeons of East, Central and Southern Africa (COSECSA) helped the African college train surgeons across ten countries to meet the vast unmet need for surgery in the region. The programme has enabled COSECSA to increase its training numbers exponentially and put structures in place for sustainability and continued expansion.

In Gambia, Professor Sam McConkey and his team from the International Health and Tropical Medicine has set up a new national malaria surveillance system. This work has helped to control and treat malaria better in the region.

Our local outreach and access programme (REACH RCSI) continues to work to promote education and lifelong health in the local community of South East Inner City Dublin.

Our students enjoy the full 'RCSI Experience', which extends beyond the curriculum, to a rich tapestry of student clubs and societies, that equip them for a life of leadership and civic participation.



We continued this year with our capital development projects, which saw us invest €5m in the development of our educational infrastructure, student residences and library facilities.

A key part of being a healthcare professional is having compassion and understanding for those less fortunate than ourselves, and I am always extremely proud of our students who show a remarkable willingness and enthusiasm to participate in humanitarian and charitable initiatives. This year our students raised more than €50,000 for a host of worthy causes and charities, as well as giving generously of their time to assist in many outreach programmes, including the REACH Sports Day and the Grinds Club for local children, as well as the Mini-Med programme for transition year students.

Campus Development

We continued this year with our capital development projects, which saw us invest €5m in the development of our educational infrastructure, student residences and library facilities.

This refurbishment was completed in time for the 2012/13 academic year and it has greatly enhanced the learning and studying environment for our students. Our plans in this area continue apace and we are currently at the planning stage in the development of a New Academic and Education Building on York Street. While this is still very much in the early planning stages, we intend to build a state-of-the-art building, which will incorporate a library, clinical skills centre, and surgical training facility, as well as lecture hall and recreational facilities.

The RCSI Experience

It has been a distinctive feature for generations that the College enjoys a vibrant combination of nationalities and cultures where our students from around the world exchange ideas and learn from one another. Our students enjoy the full 'RCSI Experience', which extends beyond the curriculum, to a rich tapestry of student clubs and societies, that equip them for a life of leadership and civic participation. I am extremely proud of our students for their enthusiasm and willingness to participate in humanitarian and charitable initiatives, and this year was no exception.

Conclusion

I would like to take this opportunity to acknowledge the contribution that the patients, clinicians and staff of our teaching hospitals make to the College, and to thank them for their generosity towards the College, our students and trainees.

The past year has been a successful and exciting year for the College. The achievements and successes of RCSI are due to the dedication, energy and loyalty of the staff of RCSI, and I would like to thank them for their contribution. I would also like to acknowledge the senior management team and the Council under Professor Patrick Broe as President, for their support over the past year. I am indebted to them for their hard work, advice and commitment.

MILESTONES AND ACHIEVEMENTS 2013



Transition Year students Lauren Ryan, Bryan Horan and Ineta Golovatenkaite practising suturing skills in RCSI's Surgical Skills lab as part of the RCSI Transition Year Mini-Med training programme.

July

150 healthcare professionals were conferred at the **July Postgraduate Conferring Ceremony** including Fellowships in surgical specialties, Memberships of RCSI and Fellowships and Memberships in Radiology, Dentistry and Sports and Exercise Medicine.

As part of the Dublin City of Science 2012, Primary school teachers from around Ireland participated in RCSI 'Come to Your Senses' summer course which helps support the teaching of the primary science curriculum.

Staff from RCSI Dublin, Bahrain and Perdana gathered for a week-long **International Education Forum** to discussing contemporary issues in medical education with an emphasis on the translation of educational research into high quality teaching and learning.

RCSI hosted a science workshop 'Cracking Crime with Science' for primary school children as part of Dublin City of Science 2012 public engagement festival, using the theme of crime-solving to encourage participants to develop an interest and enthusiasm for science.

Perdana University RCSI School of Medicine signed memorandums of understanding (MoU's) to establish mutual collaboration with the Royal College of Physicians of Ireland (RCPI) and the College of Anaesthetists of Ireland (CAI).

More than 250 senior citizens visited RCSI for the **Ballroom of Romance**, an annual entertainment evening of dinner, music and dancing held for senior citizens living in the catchment area of the College.

August

The **International Medical Commencement Programme (IMCP)**, jointly delivered by RCSI and the Institute of Technology Tralee, has been successfully accredited by the National University of Ireland.

RCSI provided **free medical checks** for members of the local community, through Mercer's Medical Centre as part of RCSI's REACH programme which promotes Recreation, Education and Community Health.

September

Professor Kevin Nolan, Head of Department of Pharmaceutical & Medicinal Chemistry and Director of the School of Postgraduate Studies, RCSI, received a 2012 NAIRTL **National Award for Excellence in Teaching**.

More than 300 people, including 230 alumni from the classes of 1952, '62 and '72, attended the **RCSI Alumni Weekend**.

Richard Bruton TD, Minister for Jobs, Enterprise and Innovation launched **i360medical**, a spin-out company from RCSI, specialising in healthcare solutions and medical device innovation.

October

RCSI and **Waterford Institute of Technology** signed a memorandum of understanding (MOU) to enhance education, training and the co-ordination of research activities in the South East Region, in the area of healthcare and biomedical science.

RCSI welcomed 477 new students to the College to study Medicine, Physiotherapy and Pharmacy during **Orientation Week**.

Dr Ambrose McLoughlin, Secretary General of the Department of Health, gave a lecture entitled 'The Leadership Challenge in Irish Health Care' at the **RCSI 22nd Leonard Abrahamson Memorial Lecture** which took place in Kilkenny.

The **Dean's Award 2012**, which acknowledges the diverse and essential contributions of RCSI staff, were announced at the annual Faculty of Medicine and Health Sciences Dinner. Dr Maria Morgan was named as the Academic Award winner and Mr Jim Sherlock received the Support Award.

November

The second **International Conference for Healthcare and Medical Students (ICHAMS)** took place in RCSI with more than 100 undergraduate healthcare students from countries around the world in attendance.

RCSI geneticist Dr. Gianpiero Cavalleri, teamed up with Dr. Jim Wilson from the University of Edinburgh and former Irish Olympic boxer, Francie Barrett, in order to trace the **origins of Ireland's Travelling people**. An event to discuss the findings was held as part of the Dublin City of Science.



Karen Jordan, RCSI BSc Pharmacy graduate and overall winner of the 2012 Undergraduate Awards - Medical Sciences Category (right), with her co-supervisor Dr Garry Duffy, Lecturer in Anatomy.



At the 2012 Millin Meeting are (l-r) Professor Tom Gorey, Council Member; Professor Monica Morrow, Memorial Sloan Kettering Cancer Centre, who was conferred with an Honorary Fellowship; and Professor Paddy Broe, President.



The 2012 Dean's Award winners (l-r) Jim Sherlock, Support Award Winner and Dr Maria Morgan, Academic Award Winner.

The annual **RCSI Millin Meeting** focused on the impact of healthcare reforms on surgical practice in Ireland, in particular the National Cancer Control Programme and hospital networks. The event culminated with the 35th Millin Lecture delivered by Professor J. Calvin Coffey entitled 'Surgical Anatomy and Anatomic Surgery'.

As part of Science Week and the RDS Science Live Demonstration Lecture programme, 80 primary school children took part in the RCSI '**Come to Your Senses**' workshops which used the theme of the five human senses to encourage students to develop an interest in the science of the human body and the environment in which they live.



Karen Jordan, RCSI BSc in Pharmacy, was named as the overall winner of the 2012 **Undergraduate Awards - Medical Sciences Category** for innovative undergraduate research carried out during her final year at RCSI.

The **November Conferring Ceremonies** were the largest to date, with 835 students conferred with undergraduate degrees and postgraduate awards.

At the **RCSI Dubai annual conferring ceremony** Masters degrees were conferred on students graduating in Quality and Safety in Healthcare Management and Healthcare Management.

The **Annual Meeting for UAE (United Arab Emirates) Alumni** entitled 'Social Responsibility: A Noble Cause', highlighted RCSI's worldwide social responsibility efforts.

The '**RCSI Innovations Exhibition**', showcasing medical and technological developments used within RCSI as part of its research, teaching and learning, was open free of charge to the public as part of the Dublin City of Science Festival.

The RCSI '**Come to Your Senses**' workshop which took place as part of Science Week and the RDS Science Live Demonstration Lecture programme, used the theme of the five human senses to help encourage primary school students to develop an interest in the science behind the human senses and the environment in which they live.

December

At the **December postgraduate conferring ceremony**, more than 140 healthcare professionals were conferred with postgraduate including Fellowships and Memberships of RCSI, Fellowships of the Faculties of Radiologists, Dentistry and Nursing and Midwifery. The Sir Walter Mercer Medal was awarded to Mr. Ruairi MacNiocaill at the ceremony for his outstanding performance in the November Intercollegiate Specialty Exam in Trauma and Orthopaedic Surgery.

RCSI hosted '**Recent Advances in Synthesis and Chemical Biology**', the 11th annual Centre for Synthesis and Chemical Biology (CSCB) symposium describing current research at the interface between chemistry and biology.

Pictured at the annual conferring ceremony are (l-r) Professor Cathal Kelly, CEO; Professor Hannah McGee, Dean of the Faculty of Medicine and Health Sciences; Rt Hon Professor the Lord Darzi of Denham KBE, who was awarded an honorary doctorate; and Professor Paddy Broe, President.



January

More than 400 students from second-level schools throughout Ireland got a taste for life as a medical, pharmacy and physiotherapy student at the **RCSI Open Day**.

Transition Year students from 120 schools across Ireland took part in a week long interactive **Mini-Med training programme** at RCSI and Beaumont Hospital, giving them the opportunity to experience what it is like to train and work as a doctor.

At the **80th Biological Society Meeting** Professor Clive Lee was welcomed as new Society President and the keynote speaker, Tom Doorley, addressed the audience with a talk entitled 'Balance' in which he spoke about the importance of balance in lifestyle and diet.

February

More than 450 surgeons attended the annual **RCSI Charter Day** meetings with 50 leading national and international speakers delivering lectures on a wide range of surgical topics. The Johnson & Johnson lecture was given by Professor Ralph G. Dacey, Jnr, Chairman of Neurosurgery, Washington University Hospital, Missouri. Professor Michael Solomon, a graduate of RCSI and Professor of Surgery at the Royal Prince Alfred Hospital in Sydney, Australia gave the 88th Abraham Colles Lecture. At the **Charter Day Dinner**, Professors Dacey and Solomon were presented with Honorary Fellowships of the College.

Transition Year students from the South East took part in the **Waterford RCSI Transition Year Mini-Med training programme** in Waterford Regional Hospital (WRH) and Waterford Institute of Technology.

The **European Vaccine Initiative**, of which RCSI is a member, marked its 15th anniversary. EVI supports the development of effective, accessible and affordable vaccines for diseases of poverty.

Nursing Development in Times of Austerity the theme of the **32nd RCSI Annual International Nursing and Midwifery Conference**. Speakers from North America, the United Kingdom, Europe, the Middle East and Ireland spoke on topics including nurse-led service developments; oncology; wound management and tissue viability; palliative care; mental health; and midwifery and women's health.

RCSI welcomed a landmark investment by the Government in scientific research through **Science Foundation Ireland's (SFI) Research Centres Programme**. RCSI recipients included Professor Fergal O'Brien as part of the Advanced Materials and BioEngineering Research Centre (AMBER) and Professor David Henshall, as part of the Centre for Perinatal Translational Research (CaPTuRE).

March

The latest advances in biomedical sciences, population health sciences and healthcare delivery were just some of the topics featured in studies presented at RCSI's annual **Research Day**.

Over 400 people attended the Mansion House, Dublin, for **International Night 2013**, celebrating cultural diversity at RCSI. The audience was transported around the globe in a night of glittering entertainment which saw PIBS (Pakistan, India, Bangladesh and Sri Lanka) being crowned International Night winners.

A non-invasive imaging technique which may help in the earlier detection of cancer was among the innovative research being presented at **BioPIC 2013**, a BioPhotonics and Imaging Conference, which was co-organised by RCSI.

RCSI and the Pharmaceutical Society of Ireland (PSI) hosted a lecture by Professor Lynn Crismon entitled '**Psychotropic medication use in foster children and youth**'.

April

RCSI Students launched the 6th edition of the **RCSI Student Medical Journal (RCSImj)**. RCSImj aims to promote student authorship and to foster research, innovation and student participation with healthcare issues.

RCSI, the Irish Dental Hygienists Association and Dublin Dental University Hospital, launched an information leaflet for patients to raise **awareness of gum disease**; a silent disease that can damage a person's general health.

Mary Aiken, CyberPsychologist and Research Fellow at the RCSI Institute of Leadership presented as part of an academic team at the White House in Washington at the **Obama Administration's Forum to Combat Human Trafficking**.



Pictured: (l-r) is Professor Patrick Broe, President, and Professor Michael Solomon, Honorary Fellow, RCSI, as Professor Solomon signs the visitors book in the President's office during the Charter Day Celebrations.



Pictured: (l-r) are Aisling Molloy and Eleanor Kirwan at the RCSI Open Day.



Pictured: RCSI student Rachael Horan who received the highest grades of the class of 230 medical students in her final year medicine results, with her classmates on Results Day 2013.

RCSI hosted a **Maximising Day Surgery in Ireland** conference for surgeons, nurses and healthcare administrators working in the area of day surgery.

Colleagues past and present came together on to mark the **retirement of Professor Kevin B. Nolan** and to recognise his outstanding contribution as Head of the Department of Pharmaceutical and Medicinal Chemistry and the Foundation Head of the School of Postgraduate Studies at RCSI. The day's celebrations began with a Festschrift and concluded with a celebration in the College's Boardroom.

The annual **College Ball** was held in Dublin's Convention Centre with this year's theme being the Academy Awards.

More than 100 primary school children aged 7 to 10 years of age took part in the **Annual REACH RCSI Sports Day**, enabling them to develop and brush up on their sports skills.

Student Ambassadors from RCSI were acknowledged for their work on the **International Student Ambassador Programme** by Minister for Education and Skills, Ruairí Quinn TD, before attending a reception at Áras an Úachtaráin hosted by President Michael D. Higgins.

May

67 RCSI students were awarded their **RCSI, NUI Certificates in Biomedical Sciences** following successful completion of the RCSI/IT Tralee International Medical Commencement Programme (IMCP) in 2012.

June

227 future doctors from 29 different countries around the world, graduated at the **annual conferring ceremony** in the National Concert Hall, Dublin, along with a number of postgraduate awards. An honorary doctorate was awarded to the Rt Hon Professor the Lord Darzi of Denham KBE for his outstanding contributions to the fields of medicine and surgery.

A milestone in Ireland's role as an international partner in medical education was reached with the conferral of the 1000th student from **Penang Medical College (PMC)**, a joint venture between RCSI and University College Dublin (UCD).

At the 4th **RCSI Bahrain annual graduation ceremony**, 63 candidates were conferred with degrees in medicine, 114 with degrees in nursing, 16 masters graduates (from both nursing and medicine) and nine masters graduates from the RCSI Institute of Leadership.

Minister of State for Trade and Development, Joe Costello TD launched the **ESTHER** Ireland programme, part of a European alliance of hospitals and healthcare institutions partnering with the developing world. The RCSI/COSECSA collaboration programme is one of the first two approved partnerships of the programme.

STRATEGIC HIGHLIGHTS

In June 2013, RCSI officially launched its new strategic plan, 'Growth and Excellence', for the Faculty of Medicine and Health Sciences 2013 - 2017 that aims to build on RCSI's international reputation as a centre for excellence in healthcare professional development training and education. Work towards the goals outlined in the plan is already underway and there has been significant progress on a number of strategic projects aligned with the plan.



STRATEGIC HIGHLIGHTS



Pictured (l-r) are Professor Cathal Kelly, CEO and Professor Brian MacCraith, President, DCU at the first anniversary event to mark the establishment of the 3U Partnership.



The proposed new RCSI Academic Educational Building.

EXCELLENCE IN EDUCATION

A number of our new appointments to support the Excellence in Education goal have commenced in their new roles.

They include Professor of Health Professions Education, Professor Teresa Pawlikowska; the Technology Enhanced Learning Development Manager, Catherine Bruen; and the Student Career Development Manager, Fionnuala Rahilly.

A two-day International Education Forum is due to take place in July and plans are underway for the Education Forum: International Higher Education: New Horizons for Ireland in September.

Plans are progressing for the New Academic Educational Building (NAEB) on York Street. This contemporary state of the art building is an important educational facility for the future of RCSI. The building will be student and academic centred and will promote the development of the RCSI community in the heart of the city. Plans for the building include a three-storey library; 540 seat lecture theatre; clinical skills centre and surgical skills training suite and a multi-purpose sports hall. The new facility will provide a unique, modern and inspiring medical sciences and surgical training facility to deliver educational excellence and develop healthcare leaders of the future.

LEADERSHIP IN INTERNATIONAL MEDICAL EDUCATION

RCSI is committed to developing and sustaining its current international offerings while also evaluating new international projects.

Penang Medical College (PMC) is now wholly jointly owned by RCSI and University College Dublin (UCD). RCSI has commenced engagement with UCD to agree a stabilisation plan for PMC in line with the change in ownership and the evolving educational landscape in Malaysia.

At Perdana University (PU) - RCSI School of Medicine, Professors Dermot Long and David Adams, have been appointed as RCSI Leads in Medicine and Surgery respectively to establish the Perdana

University RCSI clinical programmes, which begin in January 2014. At RCSI Bahrain, Professor Sameer Ootom was appointed as Interim President.

A contract was secured to revalidate the credentials of over six hundred hospital and community based consultants in the gulf state of Qatar. A new RCSI entity Medical Validation Ireland was set up to bring together the participation and expertise of several postgraduate training bodies and faculties, to deliver a unified solution to an international market.

IMPACTFUL RESEARCH AND INNOVATION IN HEALTH SCIENCES AND EDUCATION

A number of major research funding awards announced during the year will go towards achieving RCSI's goal of impactful research and innovation in health sciences and education.

These include:

- Science Foundation Ireland (SFI) centre in tissue regeneration - AMBER (TCD/UCD/RCSI)
- EU FP7 award for a research programme in micro RNA research, EpiMiRNA, a consortium of 16 international partners from academia and industry led by RCSI
- EU FP7 awards for a research programme in Advanced Materials for Cardiac Regeneration - AMCARE, a consortium of ten international partners from academia and industry led by RCSI.

The research management structure has been enhanced with the appointment of Professors Fergal O'Brien and Hilary Humphreys as Deputy Directors of Applied Research and Clinical Research respectively. These appointments will provide leadership and support for clinical and applied research. Research support has also been enhanced with the appointment of a Senior Research Project Officer, Niamh O'Dowd.

Communication with the research community has been enhanced through the establishment of Principal Investigator (PI) forum which held three meetings in the first semester of 2013.

Reviews of institutional research performance through research



Orla Purcell, newly appointed Director of Alumni Development



Professor Fergal O'Brien, newly appointed Deputy Director of Applied Research.



MSc in Organisational Change and Leadership Development graduates class conferred in November 2012 were the first graduates from the 3U Partnership.

metrics and reporting are being established. A new system to record and review research performance indicators has been identified as well as identifying research metrics for institutional reviews.

There has been a shift of focus from research clusters to interdisciplinary centres of research. A Seed Funding Scheme announced in spring 2013 will help foster the development of interdisciplinary research in the College.

Career development for researchers has progressed with the Human Resources and Research Office committing to adhere to EU HR Strategy for Researchers Initiative.

ENHANCED ORGANISATIONAL CAPABILITIES

A number of enhancements to organisational capabilities are underway.

The configuration phase for a new HR/payroll system commenced and a learning and development strategy and plan is nearing completion with stakeholder engagement in progress. A review of financial process and upgrades to Agresso financial system are also in progress. A review of IT is underway with the report due shortly.

A review of the RCSI brand, to improve brand recognition in Ireland and overseas, is nearing completion. As part of the process, the RCSI brand was benchmarked against competitors and global brands. Key messages and branding guidelines are being developed to ensure consistency of the brand across all platforms. A Marketing Manager will be recruited to develop and implement our plans for strategic marketing nationally and internationally.

The development of a set of institutional metrics is currently underway in the Quality Enhancement Office.

STRONG STRATEGIC PARTNERS

A number of appointments have been made to strengthen links with strategic partners.

They include Clinical Relationship Manager, Sinead Dunwoody and Director of Alumni Development, Orla Purcell.

RCSI and the RCSI Teaching Hospitals Academic network (Beaumont Hospital, Connolly Hospital, the Cavan-Monaghan Hospital Group, the Louth-Meath Hospital Group and the Rotunda Hospital) welcomed the announcement of the re-configuration of Irish Hospitals by Minister for Health, Dr. James Reilly TD in May. RCSI will be part of one of six Academic Health Centres in Ireland. These alliances of educational and healthcare institutions will lead to improvements in patient care, increase the research output of RCSI and facilitate the rapid deployment of new discoveries into patient care.

In June, RCSI marked the first anniversary of the establishment of the 3U Partnership, a collaboration between RCSI, NUI Maynooth, and Dublin City University. The anniversary celebrated 12 months of progress, teamwork and engagement between the three institutions. During the year, 3U Director, Dr. Ruth Davis was appointed. Significant progress was made on establishing and developing a number of shared initiatives progressed during the year including 3U Academic Programmes, 3U N-Step, 3U Doctoral Studies in Education, 3U Global Health, 3U Centre for Excellence in Neurodegeneration (CoEN), 3U SFI International Strategic Cooperation Award Programme, 3U International – Pre-sessional English Summer Classes and 3U Diabetes Consortium.

At the November 2012 Conferring Ceremony, the first graduates of a joint MSc programme in Organisational Change and Leadership Development were conferred. These are the first graduates from the 3U Partnership. The programme is the result of an innovative partnership between Beaumont Hospital, DCU Business School and the RCSI Institute of Leadership and is the only bespoke hospital MSc programme in Ireland.

In March, the 3U Leadership Symposium explored leadership and highlighted innovation in the fields of education and healthcare.

To coincide with European Month of the Brain, RCSI hosted a series of Neuroscience seminars as part of the 3U Partnership. The aim of the event was to promote neuroscience among researchers within the 3U Partnership.

SURGICAL AFFAIRS

Basic Surgical
Trainees

132

BST in Emergency
Medicine

48

Higher Surgical
Trainees

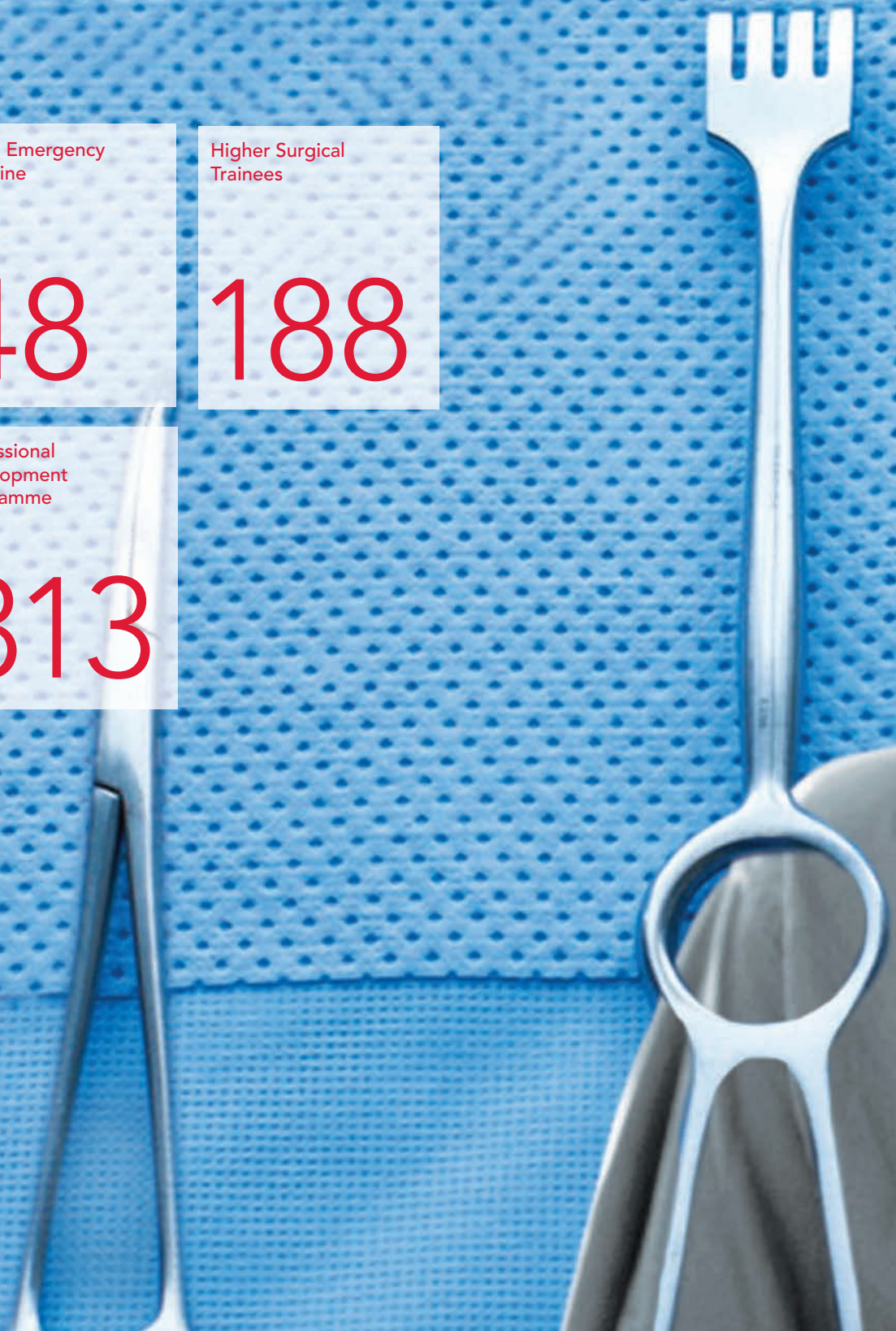
188

Basic Specialty
Trainees

57

Professional
Development
Programme

313





SURGICAL AFFAIRS



The end of the 2012/13 academic year marks another year of progress in RCSI towards the Surgical Affairs Mission defined under our 2010 Strategic Planning process:

"We will support the RCSI Noble Purpose by delivering excellence in surgical education & training and by setting and supporting the highest possible standards in surgical practice. We will at all times act in the interest of patients and the quality of their care."

RCSI's successful Medical Council accreditation in 2011 has significantly informed a major review of our surgical training pathway over the past year. The College has made very significant progress in the re-design of the programme entering the 2013/14 training year, as we anticipate a full rollout of the new pathway in 2014. The intellectual and manpower drain on our service, due to serious exodus of junior doctors, is a huge challenge for both the service in general, and training in particular. The steps we are taking in the reform of our training pathway as well representation through the Forum of Postgraduate Training Bodies (Forum) will hopefully bear some fruit in the future.

The relentless pressure on our health service from the continuing economic crisis challenges not only our efforts to reform our training processes, but also on surgical service delivery itself. Our continued leadership of The National Surgery Programme in collaboration with the national Clinical Strategy and Programmes Directorate affords us an opportunity to shape and influence the service delivery model. The recent launch in RCSI of the Acute Surgery Model of Care marked another important milestone for the programme, and was a tribute to the leadership of the programme's joint leads, Professor Frank Keane and Mr Ken Mealy, as well as a very committed and hard working national surgery programme office.

We have been strongly encouraged and supported by both the HSE's Medical Education & Training (MET) Unit as well as by the Medical Council as we seek to move to a shorter, more streamlined training processes as well as the ongoing development of our Professional Development Programmes and our Professional Competence Scheme.

We are extremely grateful to the ever enthusiastic staff of our Department for continuing to rise to the challenge and deliver these much valued initiatives to both our trainees and our practising clinicians.

Surgical Training

The development of our new training pathway has been a priority for Surgical Affairs, as well as ISPTC, for the past year. We were pleased to receive the approval from the RCSI Council in April of 2013, to proceed with a plan for full implementation in 2014. The development of a blueprint for a new pathway, which was strongly supported by our President, Professor Patrick Broe, involved extensive engagement with a wide range of stakeholders, and much hard

Our continued leadership of The National Surgery Programme in collaboration with the national Clinical Strategy and Programmes Directorate affords us an opportunity to shape and influence the service delivery model.

Mr Eunan Friel

Managing Director of Surgical Affairs



The new pathway sees the elimination of the so called 'gap' years between basic and higher training, with lab based research moving to become an option in the later years of training.

work on the part of ISPTC. The new programme will facilitate the completion of structured training to CCST level within a continuous eight year programme. The programme will, in broad terms be made up of two years Core Surgical Training, four years of Intermediate Specialty Training, and two years of Fellowship Specialty Training. The new pathway sees the elimination of the so called 'gap' years between basic and higher training, with lab based research moving to become an option in the later years of training. Notwithstanding the opportunity for flow-through training, progression to specialist training will be competitive and will be based on rigorous assessment of performance and competence.

In preparation for the full rollout of the programme, our 2013 trainee intake was significantly reduced from previous years. This will better reflect the likely number of higher training places, while still retaining appropriate levels of competitive progression. An innovation introduced this year was that of a 'Surgical Bootcamp', an intensive one-week induction programme for all new trainees, designed to introduce trainees to basic surgical skills, the principles of surgery, and surgical technology, as well as personal health and wellbeing. A comprehensive curriculum was developed and was delivered by both in-house and external Faculty, as well as a number of outside speakers.

The introduction of our first Mobile app for surgical trainees (MSurgery) has been a significant development to support training in an environment where trainees need quick access to knowledge resources and revision. The application includes minor operations, videos, library, e-books, skills lessons, and training timetables. It also features an anatomy quiz game.

Beyond the new training pathway, work continues on curriculum development and mapping. The recruitment of a Learning Development Manager during the year has greatly enhanced our in-house capability to better scrutinise our curriculum, as well as modalities of delivery. In addition, much progress was made in augmenting our in-house training faculty to ensure consistency in delivery and course development in training, as well as our in our Professional Development programmes. We remain committed to growing our investment in simulation technology, and have invested in excess of €800,000 in new equipment over the past two years, in anticipation of our planned move to a new state of the art training laboratory in the next few years.

We continue to be strongly involved with, and committed to, the Forum of Postgraduate Training Bodies, and have worked with them on several important training, regulatory and service initiatives. We have a strong partnership with the HSE's Medical Education & Training office in the enhancement of training and the supporting service level agreements. We greatly appreciate their level of engagement and support.

Surgical Practice

The enhancement of our leadership role for surgical practice continues to be a major priority for Surgical Affairs. Despite unprecedented challenges to our service model, RCSI is strongly supportive of the reforms being led by the National Surgery programme.

SURGICAL AFFAIRS

The enhancement of our leadership role for surgical practice continues to be a major priority for Surgical Affairs.

Our leadership of the National Surgery Programme, under both Professor Frank Keane and Mr Ken Mealy, continues to place the College in a central policy position to shape the future delivery model. The programme is supported by a programme management office here in St Stephen's Green. Despite resource constraints at site level, the programme is delivering real results in critical areas, including average length of stay, bed days and theatre efficiency rates. The upcoming launch of the Acute Surgery Model of Care document in RCSI by Minister of Health, Dr James Reilly will be a highpoint of the year for the programme. The document follows from the launch of the Elective Surgery Model of Care in 2011, and defines the core principles on which an acute surgical service model should be built, as well as the key strategies to underpin it.

The 2012 launch of the National Office for Clinical Audit (NOCA) represented a major milestone for both RCSI and the Surgery Programme. NOCA provides frameworks to facilitate sustainable national clinical audit programmes in agreed specialties. Governance structures have been put in place and progress made in the development of several audit streams. The team are currently developing a five-year strategic plan, as well as working to accelerate supportive legal structures to encourage widespread participation in audit.

The establishment of a Professional Competence Scheme (PCS) in 2012 to support the professional competence needs of Surgical, Emergency Medicine (EM), as well as Sport and Exercise Medicine practitioners was a significant development. Under the leadership of Professor Sean Tierney, the scheme, in its second year of operation, recorded an increasing number of participants to enable them to manage their professional competence requirements. We have upgraded the PCS portal in response to user feedback and continue to develop its functionality.

Our Professional Development Programmes for both Surgical and Emergency Medicine (EM) NCHD's provided structured clinical and behavioural courses to over 300 enrollees during year. The programme was greatly enhanced with 11 new courses added across both Surgery and EM, enabled by increased in-house faculty and staff. This programme is supported by the HSE's MET unit and is designed to deliver the required external learning credits to enable NCHD's meet their PCS requirements.

This year saw the launch of an updated Fellows and Members Programme, with an exciting menu of benefits for our surgical alumni. The appointment of a new Associate Director for Alumni is an important commitment by the College to build strong bridges with our alumni, both domestically and internationally, for what we believe will be strong mutual benefit.

Research and Education

Our taught Master of Surgery (MCh) programme in Surgery continues to grow from strength to strength. The MCh by module is the first in Ireland to incorporate a taught component in addition to the research dissertation. Modules are designed to equip trainees with a versatile skill set that will help them better meet the demands of higher surgical training. The programme's multidisciplinary structure will enable participants to build an understanding of the complex challenges and opportunities facing surgical professionals in the greater context of healthcare.

The introduction of a part-time, two-year programme has enhanced the flexibility of the MCh, making it more attractive. More than 50 candidates are enrolled in this programme, with in excess of 20 expected to graduate this year.

The leadership of RCSI in the delivery of Human Factors education has been further enhanced with the success of our MSc/Postgraduate Diploma in Human Factors and Patient Safety. This is an important recognition for RCSI's pioneering work in this critical area in medical training.

With the help of industry funding, we continue to support research fellows within the Department who have produced valuable learnings to inform the structure of future surgical training modules. Our research agenda will continue to be focused on supporting our educational agenda and how to better deliver training.

Pictured top (l-r): Candidates who received Fellowships in Plastic Surgery at the July 2012 Postgraduate Conferring Ceremony: Ms Siún Murphy, Ms Tereze Laing, Mr John Curran and Ms Éilis Fitzgerald.

Pictured below: At The Charter Day Celebrations is Professor Paddy Broe, President (centre) with Professors Ralph Dacey and Michael Solomon who were awarded Honorary Fellowships.



The programme is delivering real results in critical areas, including average length of stay, bed days and theatre efficiency rates.

International Programmes:

This year saw real progress in the development of our international footprint in Surgery. With the support of RCSI's SARA Office, we are pleased to report growth in our overseas MRCS examination numbers in our key centers. The successful rollout of the OSCE format of the exam domestically in 2013 will support the rollout of this format overseas in 2014, which will increase the attractiveness of the exam for potential candidates. We are excited to see the first planned diet of the new overseas intercollegiate Fellowship examination running in the Middle-East region later this year.

An important achievement of this year was to secure the contract to revalidate the credentials of over six hundred hospital and community based consultants in the gulf state of Qatar. This initiative involving consultants across several surgical and non-surgical specialties resulted in the setting up of Medical Validation Ireland, a new RCSI entity that, for the first time brings together the participation and expertise of several postgraduate training bodies and faculties, to deliver a unified solution to an international market. The project is expected to last approximately 18 months.

Working in co-operation with the MET unit and under a sub-group of the Forum, RCSI has made much progress this year in developing a standardized process by which training bodies can recruit, and train, overseas medical graduates who wish to participate in short periods of structures training in Ireland. Late this year we welcomed a small group of Fellowship trainees from the Kingdom of Saudi Arabia, as well as a larger cohort of trainees from the College of Surgeons of Pakistan to begin a period of structured training in Ireland.

Conclusion

Surgery remains central to who and what we are as the Royal College of Surgeons in Ireland. Surgical Affairs is committed to providing leadership on key surgical training and practice initiatives to support the Noble Purpose for which this College was founded.

Awards 2013

The College is committed to encouraging the acquisition of additional training and skills outside the structured programmes of the College. To this end, it provides a range of scholarships and grants in postgraduate surgery to assist surgeons-in-training and recently-appointed consultant surgeons, to gain additional expertise in centres of excellence overseas. The following received awards in 2013:

RCSI Colles Travelling Fellowship in Surgery
Ms Paula Casserly

RCSI Surgical Travelling Grant
Dr Tom Gallagher

The Joint ACS/RCSI Resident Exchange programme
Dr Aoife Lowery

RCSI/Ethicon Foundation Travel Grants
Dr Zahraa Al-Hilli
Dr Joseph Baker
Mr James Cashman
Ms Eimear Conroy
Mr Ivor Cullen
Mr John Curran
Mr Colin Murphy
Mr Brendan O'Daly

The RCSI-Anthony Walsh/Ipsen Urology Travelling Fellowship
Dr Catherine Dowling

Irish Travelling Fellowship, RCSI/RSM Section of Coloproctology
Dr John Hogan

The Millin Lecture
Dr John Burke

RESEARCH

Research Staff
& Students

394

Research Proposals
Funded

93

Research Funding Income 2012/13

€11.3m



RESEARCH



The mission of RCSI in research is to improve human health through clinical and laboratory-based research informed by bedside problems, societal and global health challenges.

We promote innovative research that leads to improved diagnostics, therapeutics and devices, tackles important healthcare delivery issues, and enhances the quality of education of healthcare professionals. This annual reporting period witnessed the launch of the new Institutional Strategic Plan 2013 to 2017 'Growth and Excellence'. The implementation of our research plan will enhance RCSI competitiveness through multi-disciplinary research, will offer greater professional development opportunities for research staff, and will enhance internal communication. We look forward to delivering the key objectives of this plan over the next year.

Among the many achievements of the year we are highlighting the following:

International Grant Awards

Professor Leonie Young was successful in securing an FP7 MarieCurie Industry Academia Partnership Programme (€600k) for the project: ENDO-PREDICT. The funding supports an industry-academia partnership (RCSI & Almac Group) to produce a commercially viable and clinically validated assay/kit, which uses HOXC11 as a predictive biomarker of poor response to endocrine treatment in breast cancer patients.

National Grant Awards

RCSI principal investigators had major success in the SFI (Science Foundation Ireland) Centre grant applications. Funding for the seven successful Centres includes €200m from Science Foundation Ireland's (SFI) Research Centres Programme and €100m in cash and in-kind contributions from industry partners.

Professor Fergal O'Brien was the RCSI lead P.I. in the Advanced Materials and BioEngineering Research (AMBER) Centre involving TCD (lead institute) and UCC. Professor O'Brien will be Deputy Director of the AMBER Centre and it is envisaged that research at AMBER will utilise nanoscience to develop new materials for use in information and communications technology, medical devices, energy and pharmaceuticals manufacturing. Professor David

Research Highlights	Neuroscientists identify new gene in cause of epilepsy	Number of Postdoctoral Researchers	Researchers develop new method of regenerating bone tissue using gene therapy	Scientists discover new method of predicting response to chemotherapy in bowel cancer
		86		

Professor Ray Stallings

Director of Research



We promote innovative research that leads to improved diagnostics, therapeutics and devices, tackles important healthcare delivery issues, and enhances the quality of education of healthcare professionals.

Henshall will receive funding for studies on epilepsy in neonates from the successful Centre for Perinatal Translational Research lead by UCC.

Professor Leonie Young was a recipient of the highly competitive SFI Principal Investigator Programme (PI) award for her research on SRC-1 mediation of cancer cell reprogramming in endocrine resistant breast cancer.

SFI funding was also secured by Drs Gianpiero Cavalleri and Darren Griffith under the Investigator Programme Project Award.

Under the SFI Technology Innovation Development Award, successful investigators include: Professors Leonie Young, Kevin McGuigan, Celine Marmion, Jochen Prehn and Drs Catherine Greene, Warren Thomas and Lopez Noriega.

Very significant also was the funding (€500k) awarded to Professor Ray Stallings by the Crumlin Children Medical and Research Centre for a research project on miRNA as a therapeutic target for the treatment of Neuroblastoma.

RCSI success in HRB funding scheme has been particularly remarkable. Professors David Henshall, David Cotter, Mary Cannon, Sally-Ann Cryan, Jochen Prehn, Leonie Young and Dr Brona Murphy secured research funding under the Health Research Award scheme; Professors Mary Cannon and David William, under the HRB Knowledge Exchange & Dissemination Scheme; Professor Prehn under the Research Enhancement award scheme; Ms Maeve Corcoran and Dr Patrick Redmond, under the Cochrane Training Fellowship Award Scheme, Professor Mary Cannon and Dr Mary Clarke under the Interdisciplinary Capacity Enhancement Award scheme; Dr Marie Bradley under the Cancer Prevention Fellowship Scheme (co-founded by the National Cancer Institute); and Professor David Williams under the HRB/HSE framework for advancing the research agenda in quality and patient safety, and Dr Emer Reeves under the MRCG/HRB Joint funding scheme.

Finally in the area of innovation and commercialisation of research, Professor Fergal O'Brien and Dr Garry Duffy were successful in securing research funding support from Enterprise Ireland under the Innovation Partnership and the Commercialisation Fund, respectively.

Irish discovery challenges international practice for predicting risk or complication for small babies in the womb

Number of peer reviewed papers

177

New research links children's perception of their body image with bullying

Number of students registered for higher degrees by research

222

RESEARCH



Pictured: (l-r) are Professor Tom Walsh, President RAMI; Professor Mary Cannon, winner of RAMI 2013 Doctor Award (Psychiatry Section); and Eithne Boylan, Managing Director, Lundbeck Ireland.

Young Investigator Awards

Successful young Investigator include Dr Melanie Focking, who was the recipient of a Young Investigator Grant Award made by NARSAD (USA), Claudio Monasterolo, Francesca Torri and Alba Jimenez Pacheco who secured Irish Research Council funding under the PhD Studentship Programme.

New Developments

Professors Fergal O'Brien and Hilary Humphreys have been appointed as Deputy Directors of Applied Research and Clinical Research, respectively. These appointments are very important for RCSI as they will provide leadership and support for clinical and applied research, which are priorities in the institutional and the national research strategies. Professors O'Brien and Humphreys will be working with Professor Ray Stallings to further develop and implement RCSI research strategy and, to enhance RCSI competitiveness both nationally and internationally.

Honorary Awards

Professor Brian Harvey received an Honorary Doctorate from Michigan State University (MSU) on the 3rd May 2013, for his tireless work and passion for the Daughters of Charity Technology and Research into Intellectual Disabilities (DOCTRID) program, seeking technological solutions for those with intellectual disabilities and autism. In his role as Director of Research for DOCTRID, Professor Brian Harvey has brought together ten Irish universities and MSU to collectively address, through interdisciplinary research, some of the barriers to greater use of assistive technologies by people with disabilities.

Professor Mary Cannon was awarded the Royal Academy of Medicine in Ireland (RAMI) Doctor Award in Psychiatry at the 2013 RAMI Doctor Awards ceremony held in the Royal College of Physicians on March 21, 2013. Professor Cannon won the award for her submitted paper which was published in Archives of General Psychiatry in December 2012 (Ref: Kelleher I, Lynch F, Harley M, Molloy C, Roddy S, Fitzpatrick C, Cannon M. Psychotic symptoms in adolescence index risk for suicidal behaviour. Findings from two population-based case-control clinical interview studies. Arch Gen Psychiatry; 2012 Dec 1:69(12) 1277-83.)

In February, Professor Fergal O'Brien was elected to the Fellowship of Engineers Ireland (FIEI), which is the highest grade of membership of the professional body representing engineers in Ireland. His appointment was made in recognition of 'significant achievement in engineering and contribution to the profession'.

The annual Research Day took place on the March 5, 2013 when more than 300 researchers attended this forum, which provides RCSI scientists with the opportunity to showcase their most recent research findings and emphasises the importance of research within the College.

Below are just some of the winners on what was a very successful day: Mr Philip O'Halloran was the recipient of the 'Mr Kamal Sayed Prize in Neurosurgery'. This is a prestigious award of RCSI and is run in conjunction with the Irish Institute of Clinical Neuroscience (IICN). It is presented to a neurosurgery trainee to reward outstanding work and excellence in the field of neurosurgery.

Dr Ryan McCoy was the winner of the Best Image Competition. Dr McCoy's image has previously been given recognition when it featured on the cover of the Journal of Biotechnology and Bioengineering where he and Professor Fergal O'Brien had published an article on the influence of scaffold pore size and perfusion flow-rate on cell behavior. The image depicted cells, adapting both flat and bridged morphology types, within a collagen-GAG scaffold.

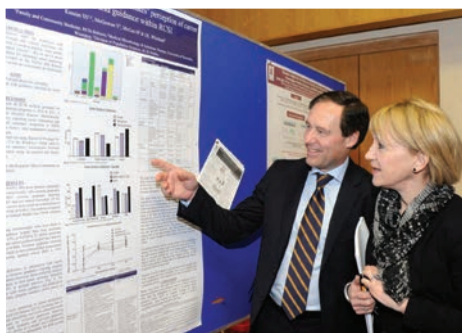
Dr Frank Doyle was the winner in the Health Professions Education Award category for his paper entitled 'Comparing undergraduate and graduate students on an integrative learning lesson in health literacy and health communication across two international medical schools'.

The Barnes Medal was awarded to Dr Kirsten Pohl for Best Oral Presentation in the Early Career Investigator Category.

Jennifer Lynch was awarded the Roche Gold Medal for Best Oral Presentation in the PhD Scholars Category for her talk entitled 'MiR-335 suppresses neuroblastoma disease pathogenesis'.

Pathma Ramasamy was awarded the Mundipharma Pharmaceuticals Prize for Best Oral Presentation in the Post-graduate Scholars Category for her talk entitled 'Proteomic Analysis of Uveal Melanoma'.

Mr Ayman Saeed was awarded the Dr Harry O'Flanagan Prize, for Best Oral Presentation in the Undergraduate Research Category, for his talk entitled 'Effect of synthetic retinoic acid derivatives in Chronic Lymphocytic Leukemia and Multiple Myeloma cells.'



Professor David Whitford and Dr Frances Meagher at Research Day 2013.



Pictured at the 3U Neuroscience Meeting are (l-r) Professors John Waddington and David Cotter, Ms Ruth Davis, 3U Director; and Professors David Henshall and Jochen Prehn.



Professor Brian Harvey speaks to the crowd at Michigan State University (MSU) where he was awarded an honorary degree for his dedication to molecular medicine and improving others' lives through higher education.

Impact & Breakthrough - Selected Publications 2012–2013

RCSI investigators published 177 peer reviewed papers during the period covered by this annual report. Below is a selection of work published in high impact journals. We regret that due to space limitations we could not highlight all of the published works of RCSI staff.

Professor Mary Cannon (Psychiatry) and colleagues at RCSI demonstrate that exposure to childhood trauma (physical assault and bullying) is linked to psychotic experiences, (such as hearing voices), and in turn, the cessation of traumatic experiences, leads to a significant reduction in the incidence of psychotic experiences. These findings were published in the July edition of the *American Journal of Psychiatry*. Professor Cannon and her colleagues also published a paper in the *Archives of General Psychiatry*, demonstrating that psychotic symptoms are strongly associated with increased risk for suicidal behavior in adolescents.

Dr. Susan Smith and colleagues in the HRB Centre for Primary Care Research in the Department of General Practice published a paper in the prestigious *British Medical Journal* on the management of patients with multimorbidity.

PhD student Catherine Coughlan (Medicine) examined the effects of aspergillus fumigates infection on vitamin D receptor expression in cystic fibrosis, providing a rationale for the therapeutic effect of itraconazole. Her work was published in the *American Journal of Respiratory and Critical Care Medicine*, with Professor Gerry McElvaney as senior author.

Raquel Fernandez, Isabella Bray and Professor Ray Stallings (MCT) participated in an international collaboration involving colleagues in the Academic Medical Centre, Amsterdam, and the Children's Hospital, Essen, which led to the identification of a novel neuroblastoma oncogene. This work was published in the October issue of *Nature Genetics*.

Professors Kieran Murphy (Psychiatry) and John Waddington (MCT) participated in an international collaboration on the genetics of schizophrenia, involving colleagues across the globe. The findings of this study, published in *Biological Psychiatry*, provided further support for involvement of MHC class I molecules in schizophrenia.

A team led by Professor Jochen Prehn (Physiology) have developed a new method of predicting which patients with colorectal cancer will respond effectively to chemotherapy. The results of this study were published in the prestigious *Cancer Research* journal.

Research carried out by Dr Eoghan McCarthy under the supervision of Professor Caroline Jefferies (MCT) identified disease types in Irish systemic lupus erythematosus sufferers that are associated with high levels of BLYS. The research, carried out in collaboration with the Rheumatology departments of both Beaumont and St James's hospitals, was published in *Rheumatology*. The authors concluded that patients with high levels of BLYS at baseline were more likely to have active disease and suffer increased organ damage from their lupus as the disease progressed, suggesting that the use of Belimumab in these patients may improve their long-term outcomes.

Dr Tidi Hassan (Medicine) and colleagues published a paper in *Nucleic Acids Research*. The work describes a novel microRNA affinity capture technology, which is also the subject of the group's recent European PCT patent filing (PCT/EP2012/070037). Dr Catherine Green is the senior author.

The implementation of our research plan will enhance RCSI competitiveness through multi-disciplinary research, will offer greater professional development opportunities for research staff, and will enhance internal communication.

EDUCATION, TEACHING AND LEARNING

We aim to nurture, to challenge and to motivate our students to realise their full potential, not just as undergraduates, but by creating life-long learners.



Education, Teaching and Learning

Faculty of Medicine & Health Sciences	42
School of Pharmacy	46
School of Physiotherapy	48
School of Postgraduate Studies	50
Institute of Leadership	52
Faculty of Dentistry	54
Faculty of Radiologists	56
Faculty of Nursing & Midwifery & School of Nursing	58
Faculty of Sports & Exercise Medicine, RCPI and RCSI	60



TEACHING & LEARNING FACULTY OF MEDICINE AND HEALTH SCIENCES



2012/13 has been a developmental year for the Faculty, its Schools, and its academic and administrative departments.

In response to recommendations put forward in the Degree Awarding Status (DAS) report and in pursuit of RCSI's strategic goals, our administrative and academic supports have been reformed – creating a new academic registry; a new Health Professions Education Centre; a new scheme for staff sabbaticals and for incoming visiting professorships in healthcare education; and more than 60 honorary academic appointments and promotions. These are a testament to RCSI's commitment to investing in and developing our people as leaders in healthcare education and research. These resources will consolidate efforts to enhance teaching, learning and assessment within our degree awarding activities, whilst creating scope for enhanced leadership and governance of our international academic affairs.

Strategic Plan

This past year we undertook the development of a new strategic plan for the Faculty of Medicine and Health Sciences for the period 2013 to 2017. We are greatly indebted to the hundreds of staff and students for their active engagement, support and invaluable input into the process. The RCSI Strategic Plan 2013–17 (Growth and Excellence) places an increasing emphasis on the professionalisation of teaching, learning and assessment within our programmes and enshrines the value of medical and health professions education research as a key performance indicator of the College. The plan aims to build on RCSI's international reputation as a centre for excellence in healthcare professional development training and education. Our strategic priorities are central to our ambition to provide our students with an outstanding student experience and inspire them to be future world leaders in healthcare and innovation. The plan will provide a backbone to the agenda of the Medicine and Health Sciences Board in its role as governing body of the Faculty.

Health Professions Education Centre

I would like to welcome Professor Teresa Pawlikowska, who joined RCSI in June, tasked with leading the new RCSI Health Professions Education Centre (HPEC). The HPEC will interface with all Schools of the Faculty to build on existing good practice, to generate opportunities for staff engaged in teaching and learning activities and will actively encourage research and dissemination of quality pedagogic developments.

Our strategic priorities are central to our ambition to provide our students with an outstanding student experience and inspire them to be future world leaders in healthcare and innovation.

The first RCSI 'Educator in Residence' Professor Frank Coffey will take up residence as an inward visiting academic at the start of the 2013/14 academic year. As part of the programme, senior international academics or clinicians with expertise in medical or health professions education, and interested in spending a sabbatical period in Ireland, will be invited each year to consider the opportunities and resources available in RCSI. The programme will expand RCSI's opportunities for networking and building relationships internationally, and will be a stimulus for further engagement such as joint research work, publications, and reciprocal visits.

Professor Hannah McGee

Dean, Faculty of Medicine and Health Sciences



The week-long event of discussions, forums and symposia was designed to share best practice and develop our expertise across our Dublin, Bahrain and Malaysian campuses.

Professor Coffey and the HPEC will work closely with Senior Lecturer in Simulation Science and Practice, Dr Claire Condron, to explore advanced clinical simulation, communications and consulting skills across the curriculum and on plans for the New Academic Education Building on York Street.

Student, Academic and Regulatory Affairs

As part of our successful independent degree awarding status accreditation in 2010, the College was tasked with establishing a central Registry function, to manage and coordinate all activities relating to our students' academic life. Over the past year, we have worked to define the scope, shape and processes for this new function, which is called Student, Academic and Regulatory Affairs (SARA). SARA has encompassed activities from within the Examinations Office, Student Affairs and Faculty Centre offices in St. Stephen's Green and Beaumont, as well as delivering additional academic support through the establishment of a dedicated Regulations and Records team and the appointment of a Student Career Development Manager and Clinical Relationships Manager. I wish to thank the management and staff of SARA, led by Ms Judith Gilroy, for their hard work and dedication to our students during this challenging transitional year. I have every confidence that we will continue to see a continuous improvement cycle in our service to students, schools and academic departments.

Governance and Policy Developments

I would like to thank the Medicine and Health Sciences Board, Academic Council and its sub-committees for their continued support and leadership throughout the year. External drivers of our agenda include the recently enacted Qualifications and Quality Assurance (Education and Training) Act 2012, which recognises RCSI as designating awarding body. By virtue of this Act RCSI is legally obliged to assure the standards of education and training, both within RCSI and through our 'linked providers' nationally and internationally. The establishment of Quality and Qualifications Ireland (QQI) in November 2012, was an amalgamation of four existing bodies that have both awarding and quality assurance responsibilities. RCSI looks forward to establishing a fruitful and transparent relationship with QQI and welcomes these enhanced approaches to quality assurance.

Quality Assurance

At an institutional level, RCSI will undergo the next phase of accreditation under the newly established QQI. Planning and self-assessment has commenced for this process which will entail a visit from an international expert panel in October 2013. I would like to thank Professor David Croke, the team in the Quality Enhancement Office and the Institutional Review Working Group (IRWG) for their commitment to contributing to and reflecting the work of the Faculty in this task.

The quality of our educational programmes is of paramount importance. Since its inauguration in January 2012, the RCSI Awards and Qualifications Committee (A&QC), chaired by Professor Paul Gallagher, has made significant progress in developing new procedures for the accreditation and periodic review of programmes. A number of new



Pictured from top to bottom; Masters of Pharmacy graduates at the November 2012 Conferring Ceremony. Drs Bader Al Hamdan and Ahmad Najdat Bazarbashi on their graduation day in June 2013.

TEACHING & LEARNING

FACULTY OF MEDICINE AND HEALTH SCIENCES

and existing RCSI programmes, including the RCSI Medical Commencement Programme – Certificate in Biomedical Sciences (Level 6, Special Purpose Award), the Professional Certificate in Nursing Care of the Elderly (Level 8, Special Purpose Award), the Professional Certificate in Quality and Safety in Healthcare (Level 9, Special Purpose Award), and the MSc in Leadership (Level 9, Major Award) have been reviewed by A&QC and accredited by RCSI and the National University of Ireland. In addition, the Paramedics Programme run in partnership with Dublin Fire Brigade is pending accreditation as a Diploma in Emergency Medical Technology (Level 7, Special Purpose Award).

I am indebted to Paul and the Committee for the vigour and oversight they bring to this important element of quality assurance at RCSI and thank them for their hard work, innovative approaches and commitment during the year.

ERASMUS and Bologna

In August 2012, Professor Kevin McGuigan was appointed as RCSI Erasmus International Officer with responsibility for all RCSI international mobility activities including those of Erasmus Lifelong Learning Program (LLP) and Erasmus Mundus. Professor McGuigan is supported by Patricia Whyte and together they are in an excellent position to link with colleagues to understand the needs of our major undergraduate programmes in Medicine, Pharmacy and Physiotherapy. Professor McGuigan's main priorities are to stimulate outgoing mobility for both students and staff and to expand the awareness of the Erasmus Project among the student and staff cohort so that we can work towards the EU goal of having at least 20 per cent of our students completing some part of their studies abroad by 2020.

Professor Mauro Adamo continues to supervise incoming Erasmus students for research electives in pharmaceutical and medicinal chemistry and provides support in identifying core institutions in Europe with which to foster contacts and to offer research placements in RCSI.

The Bologna Committee, Chaired by Professor Seamus Cowman, continues to meet on a regular basis to advise Academic Council on policy development, to coordinate the development and implementation of the Bologna Framework across RCSI education and research activities and to raise awareness about the Bologna Process and RCSI's role as a Higher Education Institute within the European Union, seeking to be Bologna compliant. Across the Faculty there is much support for combining efforts and maximising our contributions to Erasmus and Bologna and I wish to thank all of those involved in these initiatives.

International Academic Affairs and Collaboration

Ensuring good governance of our international and collaborative education programmes has become increasingly complex. RCSI has a duty to deliver high standards of education, training and assessment to our students participating in programmes in RCSI Bahrain, RCSI Dubai and Penang Medical College as well as joint initiatives with national and international partners e.g. Perdana University PU-RCSI, the School of Postgraduate Studies, PhD Co-Tutelle, Montpellier

France, the RCSI Institute of Leadership and University of Sharjah MSc in Leadership in Health Professions Education and our 3U initiatives. The Irish Higher Education Quality Network (IHEQN) launched guidelines for the Approval, Monitoring and Review of Collaborative and Transnational Provision in May 2013 and the Qualifications and Quality Assurance (Education and Training) Act 2012, places additional emphasis on transnational provision and governance. RCSI is committed to continuous review and improvement of our international academic affairs and governance structures.

Recognising the increasingly complex and international nature of our organisation, we held the inaugural International Education Forum in July 2012. The week-long event of discussions, forums and symposia was designed to share best practice and develop our expertise across our Dublin, Bahrain and Malaysian campuses. We were joined in Dublin by 12 colleagues from Malaysia and 12 from Bahrain, which led to many lively discussions on the contemporary issues in medical education and creating opportunities for future collaborations across three centres.

School of Medicine

Our endeavors at renewal and structural reform this year have included reflection on the role of the Dean of the Faculty of Medicine and Health Sciences. Traditionally, the Dean has carried out the dual role of Head of the School of Medicine. The growth of our Faculty over the past 10–15 years, with a remit now of six schools, coupled with our international academic developments and models in other higher education institutions, has led us to consider separation of the two roles. A 'Head of the School of Medicine' will be appointed from the 2013–14 academic year to reflect the structure within the other Schools of the Faculty in Dublin and to continue the pursuit of excellence for our core medical curriculum. The appointment of the Head of the School of Medicine will create scope for the Dean to focus on strategic and international affairs, as well as ensuring the needs of all Schools of the Faculty can be addressed in an increasingly complex international education market.

Staff

A new Sabbatical Leave policy was approved in September 2012. Professor Caroline Jefferies, Associate Professor, Molecular and Cellular Therapeutics (MCT) was the first staff member to avail this scheme. Sabbatical leave provides an opportunity to up-skill, to expand on an area of specialist interest, to develop new relationships and to complete a project that would otherwise be difficult to achieve in the regular work setting. The overall aim is to enhance the contribution of individual staff to the collective educational, research and service endeavors of RCSI, and to do so in a way that is stimulating, enthusing and career-building for the individual staff member involved.

A new Honorary Appointments and Promotions Process was introduced in July 2012, to bestow honorary titles on individuals (normally medical consultants or other senior health professionals) who have a track record of contributing to RCSI teaching, learning, assessment and development of our students in clinical and non-clinical settings, as well as strategic initiatives within the Faculty

Lord Darzi was chosen to receive the RCSI honorary doctorate to recognise the outstanding contributions he has made in the fields of medicine and surgery.

of Medicine and Health Sciences. A list of honorary appointments and promotions ratified by Medicine and Health Sciences Board in September 2012 and May 2013 is contained in appendix 1. We are delighted to acknowledge their important contribution to our work.

Academic staff promotions were re-opened this year after a four year gap. Promotions for 2013 which were recently approved at the Medicine and Health Sciences Board are listed in appendix 2. I would like to congratulate and sincerely thank all these individuals for their hard work, contribution and on-going commitment to the College, which has helped them to reach the next level in their academic careers.

The quality of our existing Faculty continued to be recognised externally with a number of national and international high profile awards. Among the highlights was Professor Kevin Nolan (Department of Medicinal and Pharmaceutical Chemistry) winning a National Academy for Integration in Research, Teaching and Learning (NAIRTL) award in November 2012.

Professor Kieran Murphy has been appointed Vice Dean for Professionalism and will work closely with the Health Professions Education Centre to develop and disseminate professionalism throughout the curriculum.

Professor John Waddington, Department of Molecular and Cellular Therapeutics, received the inaugural Basic Science Award of the Schizophrenia International Research Society by the Society President, Professor Sir Robin Murray, FRS. This award was made in recognition of Professor Waddington's outstanding achievement during his 30-year career.

Professor Clive Lee, Department of Anatomy, was conferred with an Honorary Fellow of Trinity College, Dublin, in recognition of over 20 years of interdisciplinary research involving anatomists from RCSI and engineers from Trinity.

Professor Mary Leader, Department of Pathology was awarded the President's Medal of the British Division of the International Academy of Pathology (BDIAP). This medal is awarded by the Council of the BDIAP to someone "who has made a major contribution to pathology education" at an international level. This is the first time that the medal has been awarded to an Irish Pathologist, representing a great honour for Professor Leader, for RCSI and for Irish Pathology.

Students and Graduates

Our primary purpose within the Faculty of Medicine and Health Sciences continues to be to create a desire for, and to share our knowledge with, our students. We aim to nurture, to challenge and to motivate our students to realise their full potential, not just as undergraduates, but by creating life-long professional learners.

The sixth edition of the RCSI Student Medical Journal was published in April 2013. This high quality, student led publication serves to further cement the importance of undergraduate research and

establishes the role of peer review of research at this early stage of their careers within the RCSI medical programme.

June 2013 Conferring

June was a hive of activity, with conferring ceremonies in Dublin, Bahrain and Penang. In Dublin, 227 graduands were conferred with the MB BCh BAO and the RCPI and RCSI historical licentiates. We were delighted to invite back one of our esteemed graduates the Rt Hon Professor the Lord Darzi of Denham KBE to receive the third RCSI honorary doctorate to and to address our 2013 graduates. Lord Darzi was chosen to receive the RCSI honorary doctorate to recognise the outstanding contributions he has made in the fields of medicine and surgery. The Honorary Doctorate Award was established in 2011 to recognise career excellence and to provide an inspiration to our students on their graduation day.

November 2012 Conferring

In November 2012, RCSI conferred 835 students at four conferring ceremonies, including undergraduate medicine, pharmacy and physiotherapy, degrees of masters in pharmacy, masters of surgery and higher degrees by research, masters of science (MSc) degrees, and postgraduate degrees in nursing and midwifery.

Among those conferred were the first 3U Partnership graduates joint MSc programme in Organisational Change and Leadership Development. The programme is the result of an innovative partnership between Beaumont Hospital, DCU Business School and the RCSI Institute of Leadership and is the only bespoke hospital MSc programme in Ireland. Within the Higher Degrees by Research candidates were Scholars from two prestigious HRB funded structured PhD programmes in "Diagnostics and Therapeutics for Human Disease" and in "Health Services Research".

Retirements

We extend our very best wishes to a number of Faculty-related retirements this year: Professor Kevin Nolan, Professor and Head of Department of Pharmaceutical and Medicinal Chemistry and Head of the School of Postgraduate Studies and Mr. Alec Elliot, Senior Lecturer and Head of Biology. Kevin and Alec will be truly missed and will be remembered as esteemed members of Faculty for their commitment, endeavour and enormous contribution to the College over the past 26 and 39 years respectively.

Conclusion

I would like to thank our excellent Faculty, supported by the hardworking Faculty Executive and Vice Deans, staff of Student, Academic and Regulatory Affairs, Academic Departments, student support and welfare services and all those other departments and units throughout College who contributed to the student experience, for all of our shared achievements in the last year – your collective commitment to the College means that our students are very well served and prepared for their career, whatever and wherever that may be in the future.

TEACHING & LEARNING

FACULTY OF MEDICINE & HEALTH SCIENCES

SCHOOL OF PHARMACY



The Foundation Professor of Pharmacy (Professor John Kelly) set an ambitious goal for the School to be the leading national provider of education in pharmacy and the pharmaceutical sciences.

We celebrated the attainment of this goal in 2012 - the tenth anniversary of the foundation of the School. We have taken significant steps over this first 10 years to build our infrastructure, grow our expertise and to become an integrated academic unit within the College.

Our successes have been externally validated. We have attracted over €10m in research funding since 2002. We are, since 2009, the sole national provider of the Masters in Pharmacy programme for the Council of the Pharmaceutical Society of Ireland (PSI). The Pharmacy Education and Accreditation Reviews Project examined the quality of our undergraduate programme and reported most favourably in 2010. In November 2012, we underwent successful re-accreditation of our undergraduate programme with the PSI. In 2013, the Irish Institute of Pharmacy (IIP), the first leadership body for the profession of pharmacy in Ireland, was established in RCSI.

This year, the staff of the School took the opportunity to define our strategic intent, which was published in April 2013 [Growth through Excellence 2013–2017]. In this strategy, we renew our commitment to excel through impactful research, to improve our programmes through our scholarship in education, and to engage the wider community and to be socially accountable.

The next ten years will bring more opportunities and challenges to us both. It is our intent to incorporate more experiential learning in our undergraduate programme. International experience shows that the contextualisation of learning throughout the entire undergraduate programme drives learning. The new commissioning body for continuing professional development (IIP), will provide an opportunity for us as a School to deliver needs-based high quality professional development in order to support our graduates in their learning. If our level of growth is to be sustained, we will need to increase the number of our international students. The wider institution has a distinguished record for providing education and training to international students in our Dublin campus. We now need to harness that expertise so as to realise our overall strategic intent of growth through excellence.

Our commitment to being a leader in pharmacy education is reflected in our strategic intent to design, and implement, an integrated Masters in Pharmacy. This curriculum will foster a greater sense of enquiry amongst our students, integrate knowledge across systems, prepare graduates for collaborative practice, and further enable the ability of our graduates to be both critical thinkers and reflective practitioners.

Professor Paul Gallagher
Head of the School of Pharmacy



In 2013, the Irish Institute of Pharmacy (IIP), the first leadership body for the profession of pharmacy in Ireland, was established in RCSI.

The integrated Masters in Pharmacy will provide all our students with structured professional placements across all areas of practice as they progress through their five years of education. These placements will both contextualise and drive their formal learning. It will also allow the School to formalise its relationship with leaders in professional practice, through the RCSI clinical honorary pathway.



Pictured clockwise from above;
RCSI November 2012 Conferring are (l-r): Dr Zebunissa Ramtoola, RCSI Senior lecturer; Azeema Moollan, BSc Pharmacy graduate and daughter of Dr. Ramtoola; Nabeehah Moollan.

The staff of the RCSI School of Pharmacy and the Department of Pharmaceutical and Medicinal Chemistry marked the tenth anniversary of the establishment of the School in November 2012 at Carton House.

Professor Lynn Crismon delivers a lecture on Psychotropic medication use in foster children and youth.



TEACHING & LEARNING

FACULTY OF MEDICINE & HEALTH SCIENCES

SCHOOL OF PHYSIOTHERAPY



During the past year, RCSI became the first Irish School of Physiotherapy to have a programme successfully reviewed by the Australian Physiotherapy Council, the body with responsibility for assessment of qualifications and skills of overseas-qualified physiotherapists for registration and migration purposes.

This initiative allows all graduates in that course year to apply to the Physiotherapy Board of Australia for General Registration and to seek employment in recognised physiotherapy posts in Australia.

RCSI's physiotherapy clinical education team, funded by an educational grant from the National Academy for the Integration of Research, Teaching and Learning (NAIRTL), developed an innovative online assessment skills module for clinical teachers using interactive screencasts, embedded YouTube videos and interactive tutorials. Formally launched in October 2012 by Dr Catherine O'Mahony, NAIRTL Manager, the module was made available from December 2012 to all physiotherapy educators nationally as a free resource.

Throughout the year, staff made oral and poster presentations and presented research findings at the Irish Pain Society Annual Scientific Meeting, the International Urogynecological Association Conference, the Irish Heart Foundation Stroke Study day, the European Stroke Conference, the International Association of Geriatrics and Gerontology, the Society for Academic Primary Care, the Rehabilitation and Therapy Research Society and the Congress of the International Federation of Orthopaedic Manipulative Physical Therapists. Academic and clinical research collaborations continue to be fostered with Beaumont and Connolly Hospitals.

Under faculty staff supervision, a number of undergraduate students undertook summer student projects funded by the Health Research Board and RCSI's summer student research scheme. These projects were conducted in a variety of areas including pulmonary rehabilitation, low back pain and work-related disability in musculoskeletal pain.

Research collaborations are ongoing with UCC Department of Medical Gerontology and with the ESRI, involving studies measuring the effects of exercise for hospitalised older medical in-patients and an economic analysis of stroke rehabilitation in Ireland. A study to investigate the experiences and level of need in stroke survivors has received funding awards from the National Disability Authority.

Professor Marie Guidon
Head of the School of Physiotherapy



This network, enabling students interact with alumni globally, is, potentially, a valuable source of clinical elective, employment and research opportunities.

Publications included systematic reviews focusing on the evaluation of lifestyle interventions for secondary disease prevention in stroke and transient ischaemic attack and a review of clinical prediction rules used to predict adverse outcomes in older patients discharged from the Emergency Department. Peer-reviewed articles were also published in a diverse range of areas including gait analysis, cervical myelopathy, physiotherapy for hip osteoarthritis, rehabilitation of older people and spasticity in stroke.

A welcome development was the expansion of the RCSI's Mentoring Network to Final Year physiotherapy students. This network, enabling students interact with alumni globally, is, potentially, a valuable source of clinical elective, employment and research opportunities. Dara Meldrum, Lecturer in Physiotherapy, was a member of the steering group which, in collaboration with DCU under the 3U Partnership initiative, developed the new MEng in Healthcare Technologies which will commence in the 2013-2014 academic year.

Our newly appointed Practice Education Coordinator Fiona Daly recently completed her MSc in Leadership and Management Development. As part of her dissertation, she collaborated with the Practice Educators in Beaumont Hospital to implement innovative placement models, employing a constructivist approach, where students participated in patient encounters and worked alongside their peers. This initiative facilitated the achievement of best practice in practice education delivery at a time of healthcare reforms and resultant staff reductions.



The provision of a quality practice education programme continues to present challenges in the current climate. The Irish Society of Chartered Physiotherapists recommends that every student gets exposure to primary care settings. However, the current trend nationally is that only five per cent of physiotherapy students are completing community-based placements. The need for increasing placement capacity within busy placement sites demands regular networking and political astuteness. Increasing placement capacity will provide the opportunity for more educators to benefit from the well documented advantages of supervising students. The significant number of stakeholders involved in clinical education and their geographical location creates inherent difficulties but results in a well-rounded, broad experience for students and fruitful discussions at practice education workshops. The need for students to experience ever-changing health care environments will continue to be an ongoing challenge.

Graduates of the MSc in Neurology and Gerontology pictured at the November 2012 Conferring Ceremony with staff members from the School of Physiotherapy (front row from left) Ms Louise Keating, Professor Marie Guidon and Dr Helen French.

TEACHING & LEARNING

FACULTY OF
MEDICINE &
HEALTH SCIENCES

SCHOOL OF POSTGRADUATE STUDIES



The last academic year has seen a number of changes in the School, the most significant being the retirement of our Foundation Head, Professor Kevin B. Nolan and the appointment of his successor, Professor Niamh Moran.

Professor Moran holds a PhD from University College Dublin and worked at the University of Copenhagen and Vanderbilt University, before returning to UCD as a Newman Scholar in 1991. She joined RCSI in 1994 as a lecturer in Clinical Pharmacology, and is currently Associate Professor in Molecular and Cellular Therapeutics. With her group, she has published more than 40 research papers in international peer reviewed journals, and has made original and innovative contributions to the areas of integrin research and platelet function in thrombotic disease. Professor Moran was Academic Director of the structured MRes/PhD programme established at RCSI in 2001 with funding from the HEA through HEA PRTLI Cycle 3 and therefore, she brings excellent experience in postgraduate education and supervision to her new role.

**Graduations 2012-2013**

In the last year a total of 44 research higher degree candidates graduated: 33 PhD, two MD and nine MSc. These included the second cohort of graduates from the, HRB-funded, structured PhD programme in Diagnostics and Therapeutics for Human Disease. Another significant landmark was the graduation of the second Co-Tutelle PhD carried out between RCSI and the University of Montpellier.

**Diagnostics & Therapeutics for Human Disease – a HRB-funded structured PhD Programme**

In November 2012 Professor Hilary Glasman-Deal from Imperial College London delivered an intensive one-day-workshop on scientific writing. This workshop covered topics on models of scientific writing, vocabulary analysis, and gave practical writing examples and exercises. Professor Glasman-Deal receives many requests to conduct these workshops in many universities, and she selected RCSI because the request came directly from the students. Continuing an important element of our HRB programme, several scholars undertook international placements in various locations including Siemens (Austria), Queen Mary University of London, University of Hawaii, Institut de Génomique Fonctionnelle de Lyon and Harvard School of Engineering.

Pictured from top to bottom; Professor Hannah McGee, Dean, presenting Professor Kevin Nolan with a book of reflections by colleagues and students past and present on the occasion of his Festschrift.

Higher degree by research graduates at the June 2013 conferring.

HRB Scholars continue to produce excellent outputs (42 peer-reviewed publications, abstracts and conference presentations over the last year) and have won a number of prizes for presenting their work at national and international conferences.

- Aine Nolan – first poster prize at the Physiological Society Meeting in Edinburgh June 2012
- Harry Harvey – poster prize at the International Association of Cancer Registries (IACR) conference in Dublin in March 2013

HRB Scholars continue to produce excellent outputs and have won a number of prizes for presenting their work at national and international conferences.

Professor Niamh Moran
Head of the School of Postgraduate Studies

- Liam Burke – oral presentation prize in the Beaumont Hospital Sheppard Prize February 2013
- Paul McKiernan – poster prize in the Beaumont Hospital Sheppard Prize February 2013

BioAnalysis & Therapeutics (BioAT) – a HEA-funded, structured PhD Programme

The inaugural annual Research Day for BioAT was hosted at RCSI in 2012. This is a collaborative structured PhD programme, funded under PRTL Cycle 5. The event brought together over 70 delegates including scholars, supervisors, guests from industry, and partner universities NUIM, DCU and IT Tallaght. Thirty scholars from all four institutions presented their work to date in the form of oral and poster presentations.

BioAT scholars Cian O'Leary, Hugh O'Neill and Irene Mencia Castano attended the Tissue Engineering and Regenerative Medicine International Society (TERMIS)-European Conference in Istanbul, Turkey in June 2013, at which Cian was placed second for his poster presentation. TERMIS-EU is one of the largest conferences in its field with over 750 scientists attending from around the world.

International Opportunities

One of the strategic aims of the School of Postgraduate Studies is to increase the number of international PhD students who study here. This complements RCSI's internationalisation strategy, which in turn maps to the national strategy for higher education. In pursuit of this aim, in 2013 we were delighted to welcome our first fully-funded PhD student from Iraq, Dr Rana Raoof. Dr Raoof will complete an English language programme between April and September 2013 before beginning her PhD project on 'Characterization of microRNAs and their epigenetic control in epilepsy' under the supervision of Professor David Henshall in the Department of Physiology and Medical Physics. Rana has a full scholarship from the Iraqi PhD Scholarship Scheme (IPSS) sponsored by the Iraqi Ministry of Higher Education and Scientific Research (MOHESR).

In order to sustain its activities, the School, with the Admissions Office, is embarking on increasing its intake of non-EU students. The School is represented on the High Level Group on Irish Education Co-operation with Brazil. Representatives from the School visited Brasilia in July 2012 as part of an Irish higher education delegation, which developed Memoranda of Understanding between our two countries. The School also represented RCSI during the trade mission



to Sao Paulo and Brasilia in October 2012, which was led by Minister of State with special responsibility for Trade and Development, Mr Joe Costello.

In addition to developing strong links with Brazil and Iraq for the development of mutually agreed postgraduate research opportunities, the School is actively recruiting graduates in Jordan, Oman and Malaysia. Bespoke structured PhD programmes for the professional development of faculty in medical and health sciences are also available through the School.

Postgraduates Students Union (PGSU)

The Postgraduate Students' Union (PGSU) represents postgraduate students in all aspects of graduate life, including highlighting graduate issues, lobbying for improvements and providing support. Co-presidents Ms Alba Jimenez Pacheco and Mr Ziga Ude are supported in their role by Ms Ciara-Anne O'Dwyer and Aoife O'Dwyer. In the past year the PGSU, with the School, organised a range of events including a welcome reception for new postgraduates, as well as movie, ice skating, race and quiz nights, which raised funds for chosen charities.

Transition Year Mini-Med School

As part of its outreach activities, the School is delighted to run the annual Transition Year Mini-Med School. In 2013, we hosted 145 students from 84 schools around the country at the St Stephen's Green and Beaumont Hospital campuses. During the week the students gained first hand insight into medical school training. They attended lectures on topics such as 'A Tour of Human Anatomy', 'Chemical Chaos', 'Why did I get a heart attack?', 'Cystic Fibrosis' and others. They also carried out clinical skills assignments and observed two live operations. The efforts of our clinical and non-clinical academic and technical staff ensured that the students enjoyed an unforgettable experience.

Acknowledgement

Professors Kevin B. Nolan and Niamh Moran would like to thank Dr Helen McVeigh, Postgraduate Programmes Manager; Ms Justina Senkus, Postgraduate Programmes Administrator; Ms Bernadette Kearney, School Secretary; all postgraduate and postdoctoral researchers and their supervisors; the School of Postgraduate Studies Committee and the Postgraduate Students Union for making the last year such a successful one for the School.

TEACHING & LEARNING

FACULTY OF MEDICINE & HEALTH SCIENCES

INSTITUTE OF LEADERSHIP



RCSI INSTITUTE OF
LEADERSHIP

The Institute continues to grow in response to the increasing demands for postgraduate development by health professionals, many of whom are taking on positions of increased responsibility in the health services.

As part of RCSI's commitment to quality improvement, the Institute, in collaboration with the College's Quality Enhancement Office, successfully completed a major quality review this year and a quality improvement plan has been implemented. In addition to continuing and developing its current portfolio of activities, there will be an increased focus on the development of research.

This year we conferred Masters degrees in Healthcare Management, Leadership, Quality and Safety, Health Professions Education, and Organisational Change on 212 health professionals in Dublin, Dubai, Bahrain and Jordan.

The Institute's contribution to the 3U Partnership saw the first graduates conferred from of the unique RCSI/DCU joint MSc Programme in Organisational Change and Leadership Development at Beaumont Hospital. The Programme is the result of an innovative partnership between Beaumont Hospital, DCU Business School and the RCSI Institute of Leadership and is the only bespoke hospital programme of its kind in Ireland. A symposium exploring leadership and innovation in the fields of education and healthcare was also organised under the auspices of 3U Partnership with participation by NUI Maynooth Education Department, Dublin City University, the RCSI Institute of Leadership and the Professional Development Service for Teachers' (PDST). Panelists from education and healthcare explored the importance of understanding and encouraging leadership at all levels within an organisation and examined the role of professionals in leading reform.

The Institute's contribution to the 3U Partnership saw the first graduates conferred from of the unique RCSI/DCU joint MSc Programme in Organisational Change and Leadership Development at Beaumont Hospital.

This year saw the launch of a 'New Directions in Leadership' public Lecture Series in which leaders from the public and private sectors share their experience. Speakers for the inaugural series were Professor Ciaran O'Boyle, Director of the Institute, Mr John Brennan, CEO of the Jury's Inns Group and Professor John Burgoyne, Professor of Management Learning at the Department of Management Learning in the Management School, University of Lancaster.

Institute staff successfully bid for two significant projects this year. The Office of the Nursing and Midwifery Services Director (ONMSD) commissioned the Institute to design and develop a national Emergency Department Workforce Planning Framework. The project is designed to develop workforce planning tools and models and to improve the capability of Emergency Department nurse managers to use these in making decisions.

Professor Ciaran O'Boyle
Director of the Institute of Leadership



In June of this year, following a competitive tendering process, the Institute, in partnership with the National Leadership and Innovation Centre for Nursing and Midwifery (NLIC), was commissioned to develop and deliver a 'Future Nurse Leaders' programme for the 80 Directors of Nursing and Midwifery in Ireland. The programme will enable participants to enhance their leadership capacity in order to respond to the challenges facing Irish healthcare organisations.



Pictured (l-r) are Ms Carmel Lillis, NUI Maynooth; Mr Alex White TD, Minister of State, Department of Health; Ms Paula Kinnarney, NUI Maynooth; and Dr Pauline Joyce, RCSI Institute of Leadership at the 3U Leadership and Innovation symposium.



Pictured (l-r) are Professor Cathal Kelly, CEO; Liam Duffy, CEO, Beaumont Hospital; Geraldine Collier; Professor Jim Dowling, Deputy President of DCU; Pauline Fordyce; Des O'Toole; Susan Moloney; Helen Ryan and Paddy Clerkin who graduated with Degree of Master of Science in Organisational Change and Leadership Development.

TEACHING & LEARNING

FACULTY OF DENTISTRY

Professor Gerard Kearns

Dean, Faculty of Dentistry



Established in 1963, with Professor Rodney Dockrell as the first Dean, the Faculty of Dentistry celebrates its 50th Anniversary this year.

It is a great privilege for me to follow the outstanding Deans of the past half century. I am grateful to the Board and Committees who generously give their time to attend the Faculty, in particular Dr Osama Omer, incoming Vice-Dean; Mr David Ryan, Honorary Secretary; Dr Chris McCreary, Chair of the Education Committee; Dr Gerry Cleary, Honorary Treasurer; Dr Chris Lynch, Honorary Editor; and Dr John Walsh, who served as Vice-Dean during the previous two years. Dr Peter Cowan continues in his role of Faculty CEO and Mr Sean Sheridan continues as International Postgraduate Advisor. I am grateful for the invaluable contribution of Ms Fiona Allen and Ms Mary Brennan, Administrative Assistants at the Faculty.

50th Anniversary Events

It was a pleasure to welcome Professor Mark Ferguson, Director of Science Foundation Ireland and an Honorary Fellow of the Faculty, to deliver the 10th Fergal Nally Lecture, 'Scar Wars: from accidental discovery of scar-free embryonic healing to the development of potential therapeutic agents,' to a packed Albert Lecture Theatre in April 2013.

A joint meeting of the British Association of Oral and Maxillofacial Surgeons (BAOMS) and Faculty of Dentistry RCSI will be held at RCSI in July 2013, with a host of international speakers and delegates from over 20 countries expected. I am most grateful to Professor Mark McGurk, President of BAOMS, and the Council of the BAOMS, for their collaboration with us in this project and for bringing the Annual Meeting to RCSI.

The Annual Scientific meeting will take place on October 24 and 25, on the theme is 'Surgical Aspects of Dental Practice' with four focused sessions on Facial Pain, Implant Dentistry, Dentoalveolar Surgery and Anaesthesia in Dentistry.

The 50-year anniversary celebrations will conclude with a one-day Gathering Meeting: 'Fifty Years of the Faculty of Dentistry: Thirty Years of Implant Dentistry in Ireland' which will be held in RCSI's Albert Lecture Theatre on 13 December 2013. The meeting will feature clinical presentations by Irish experts in the surgical and prosthodontic aspects of implant dentistry.

The 50-year anniversary celebrations will conclude with a one-day Gathering Meeting: 'Fifty Years of the Faculty of Dentistry: Thirty Years of Implant Dentistry in Ireland'.

Overseas Programmes

The Faculty's overseas activities are flourishing, exemplified by its most recent collaboration with RCSI and Medical Validation Ireland Programme in Qatar. I wish to acknowledge the contribution of Dr Peter Cowan on behalf of the Faculty to this project.

The overseas MFD and FFD Programmes continue at New York University (NYU) where the second cohort of International Oral Surgery Residents graduated from the programme in June 2013 having successfully completed the FFD (Oral Surgery with Oral Medicine) in May.

At the Annual Scientific Meeting 2012 are Professor Gerry Kearns, Dean of the Faculty; Dr Patrick Palacci, who delivered the biannual Edward Leo Sheridan Lecture on 'Implants in the Aesthetic Zone'; and Professor Paddy Broe, President.



The MFD RCSI was held in New York in May when we welcomed NYU Faculty members, Dr Ken Kurtz and Dr Amr Moursi, as examiners. We look forward to ongoing collaboration with NYU.

The first MFD Part 2 Diet was held in Khartoum, Sudan in January 2013, with approximately 40 students presenting for the exam, many of whom will return to RCSI in July to be conferred with their MFD Diploma. This collaboration with Khartoum Dental School was made possible by the dedication and enthusiasm of Dr Nadia Yahia, Dean of Khartoum Dental School. It is with great sadness that we learned of Dr Yahia's untimely passing this year. It was a privilege for me personally, and also the Faculty of Dentistry at RCSI, to have collaborated with, and to have known, such a wonderful person and talented leader.

The MFD and MGDS Programmes continue in Kuwait, their success built on an excellent academic collaboration between Kuwait Institute for Medical Specialisation and the Faculty of Dentistry. I wish to acknowledge the role of Dr Jawad Behbehani, Dean, Kuwait Dental School and Director KIMS; and, Dr Essam Zaatar, Postgraduate Programme Director, for their support of these programmes over many years.

The MFD Examinations are conducted in a number of other centres in the Middle East including Bahrain, Jordan and Ajman and I must acknowledge the hospitality and contribution of Faculty and examiners in these centres: Professor Elham and Professor Ahed in Jordan University of Science and Technology; Professor Kifah Jamani and Dr Darwish Badran at the University of Jordan; Professor Salem Abu Fanas and Dr Sam Thomas at Ajman University of Science and Technology; and Professor Robin O'Sullivan and Dr Alberto Quinto in Bahrain. It was also a pleasure to commence a new collaboration with Dr Muhammed Rahman, Dean at the Ras Al Khaimah College of Dental Sciences in the UAE.

Academic Activities In Dublin

The Annual Scientific meeting was held in October 2012 with the theme 'Aesthetic Dentistry'. Dr Patrick Palacci delivered the biannual Edward Leo Sheridan Lecture on 'Implants in the Aesthetic Zone'. This was an excellent meeting developed and coordinated by Dr Gerry Cleary, Chair of the Scientific Committee.

The Diploma in Primary Care Dentistry, a newly-established examination with the first Diet planned for October 2013, has been developed as a first step on a structured training pathway in Primary Care Dentistry. It will be preceded by a preparation course to be held in September, which, combined with the ongoing monthly postgraduate Saturday morning lecture programme, should provide attendees with an opportunity to prepare for the examination, as well as updating their knowledge in general and fulfilling their CPD requirements in particular.

Conferrings

The recent conferrings were marked by the awarding of FFD (Ad Eundem) to:

- Dr Andrea Schreiber and Dr Brendan O'Connor from the Department of Oral and Maxillofacial Surgery at New York University, in recognition of their contribution to the International RCSI/NYU Oral Surgery Programme; and,
- Dr Chris Lynch, Consultant in Restorative Dentistry at Cardiff University acknowledging his contribution to Faculty activities over many years on the Board

I look forward to welcoming Fellows, Members and guests to the Annual Scientific Meeting in October and also the Gathering Implant Meeting in December. In particular those Fellows, Members and friends from overseas are most welcome to the Faculty in this 'Gathering Year'.

Faculty Board

Professor Gerard J. Kearns, Dean
 Dr John Walsh, Vice Dean
 Mr David Ryan, Honorary Secretary
 Dr Gerry Cleary, Honorary Treasurer
 Dr Christopher Lynch, Honorary Editor
 Dr Christine McCreary, Education Committee Chair
 Mr Sean Sheridan, Inspections & Recognition Committee Chair
 Dr Declan Corcoran
 Dr. Therese Garvey
 Dr Sean Malone
 Dr John Marley
 Professor Robert McConnell
 Dr Osama Omer

TEACHING & LEARNING

FACULTY OF RADIOLOGISTS

Dr Barry Kelly

Dean, Faculty of Radiologists



I would imagine that for each Dean there is an almost immediate realisation that anything that is achievable results in no small way from the industry of one's predecessors.

It certainly helps when one inherits the organisation that is functioning perfectly, and has the books balanced. To this end, I owe a debt of great thanks to the tireless efforts of my predecessor, Dr Adrian Brady.

Scientific Meetings

One of Faculty's prime activities is to facilitate the acquisition of continuing medical educational (CME) credits. I'm delighted to record that after a very successful Annual Scientific Meeting last year, both the IMRIM and Combined Spring Meetings in 2013 were both sold out, the latter having an expanded meeting duration, making it a CME-rich event.

The acquisition of CME is something that is required of all of us. Such effort is tricky enough when one is in full time employment, but becomes even more arduous for one whose practice has changed. To facilitate this, Faculty has decided to incorporate sessions that might be of particular interest to this important group of our Fellows. To begin with, sessions on the plain radiograph were added to the Combined Spring Meeting.

Another innovation at the Combined Spring Meeting was the inclusion of a dedicated SpR viva practice module. This proved hugely popular. The Viva Examinations were performed by 22 examiners from both jurisdictions. We hope this will become a regular feature of the Spring Meeting.

Selection

In radiology, we are fortunate enough to annually receive applications for training SpR posts from the best and brightest doctors, with the highest of intellectual standards. We have continued a process begun by Dr Brady, to make the selection process as fair as we can make it. One historical measure employed was the standard of medical degree awarded to applicants. However, it was recognised that there was national variation in the awarding of honours medical degrees by various medical schools. Consequently it was determined to consider not this, but the centile of the graduate within each applicant's medical school. It remains to be seen how important this is in the choosing of a radiologist (or any other specialist) and so, we are currently considering how we might assess other additional competencies in our trainee selection. Such 'competency-based' metrics are now internationally acknowledged, and have been demonstrated to be robust.

Naturally not all candidates can be successful. In 2013, it was decided that Faculty should offer constructive criticism and advice to those who were unsuccessful. While most

One of Faculty's prime activities is to facilitate the acquisition of continuing medical educational (CME) credits.

Pictured left: recipients of Fellowships of the Faculty of Radiologists at the December 2012 Conferring Ceremony: Dr. Kevin Murphy; Dr. Michael Breen; Dr Barry Kelly, Dean, Faculty of Radiologists; and Dr. Siobhan Hoare.

Pictured right: (l-r) Dr. Oisín Flanagan, Fellowship of the Faculty of Radiologists (Radiodiagnosis); Dr. Adrian Brady, Former Dean, Faculty of Radiologists; and Dr. Mohd Nazir Ibrahim, Fellowship of the Faculty of Radiologists (Radiation Oncology).



emphatically not an appeals process, it seemed that such a process could assist young doctors in future applications, wherever that might be. Consequently, a feedback process was instigated, in conjunction with Mr Gary Brady from RCSI Human Resources in April 2013, for both Diagnosis and Radiation Oncology applicants. We believe this to be novel. Feedback was given to those who wished it, both in person and by teleconference to venues such as disparate as Ireland, Iraq, India, Pakistan and Nepal.

Radiation Oncology

Our colleagues in Radiation Oncology have successfully navigated the difficult straits in their transition from training based at St Luke's Hospital, to a National Training Programme. The radiation oncology curriculum is also undergoing a radical and fundamental overhaul, confirming it to be fit for purpose in 2013.

Information Technology

Dr Niall Sheehy has overseen the challenging transition from a film-based to electronic examination, with only the Part 2 Viva Examination remaining film-based.

Professional Competency Scheme and Quality Assurance

Currently 344 registrants are on our database, an increase of 32 since last year.

External Relations

Our membership of the Forum of the Institute of Postgraduate Training Bodies has been vital in maintaining a uniform approach to postgraduate medical education, training and policy. One example has been the Forum's participation in application and assessment of validation requests from the Medical Council.

The Faculty continues to enjoy a constructive and cordial professional relationship with the MET Unit of the HSE, and I would hope that this collaboration will lead to an expansion in training, and an acknowledgement of Faculty's processes as an exemplar of good governance.

International Activities

The Faculty has been invited to renew its training programme in Kuwait and the contract has been signed. Four higher training (International Medical Graduate) posts have been approved by the MET Unit, and Faculty was complimented on its strict selection process. Our academic programme in the Gulf is also set to expand further with our association with Medical Validation Ireland, based in RCSI.

In Europe, Dr Éamann Breatnach completes his term as the first Scientific Director of the European Board of Radiology. Timing of the European Diploma examination, currently at the end of training, remains problematic for Irish trainees, but Dr Breatnach has proposed a novel solution to square this academic circle.

It remains essential that worldwide external training opportunities for our own trainees are maximised, and dialogue is currently underway between Faculty, the Royal College of Radiologists and the Royal Australian and New Zealand College of Radiologists in this regard, to supplement our links with North American centres.

The Executive Officer, Ms Jennifer O'Brien, assisted by Ms Karen Milling, Ms Sarah Drumm and Ms Lorraine Coughlan constitute the permanent staff of the Faculty. Almost everyone who is reading this will have had cause to contact the office, and cannot have failed to notice the professionalism, politeness and efficiency that is their standard. To them, I give my heartfelt thanks.

Faculty Board

Dr Barry Kelly, Dean
 Dr Niall Sheehy, Vice-Dean
 Professor Dermot Malone, Honorary Secretary
 Dr Max F. Ryan, Honorary Treasurer
 Dr Adrian Brady
 Dr James Clarke
 Dr Jerome Coffey
 Dr Patricia Cunningham
 Dr Mark Elliott
 Dr Maeve Pomeroy
 Dr Anthony Ryan
 Dr Declan Sheppard

TEACHING & LEARNING

FACULTY OF NURSING & MIDWIFERY & SCHOOL OF NURSING

Preparations are underway to celebrate the 40 years of nursing education and research at the RCSI in 2014.

Given nursing's long history in Ireland, it is recognised that the period of the late 20th century and early 21st century represented the greatest change and progress in Irish nursing and midwifery. As one of the earliest and longest-serving providers of nurse education in Ireland, the influence of the Faculty of Nursing and Midwifery in the evolution of Irish nursing and midwifery is evident.

Since its foundation the Faculty has sought to maintain the highest standards in education and training for health professionals. In working with health services and senior nurses, RCSI has ensured wide ranging and relevant programmes of education for nurses and midwives from a variety of clinical specialties. The programmes range from Certificate level to PhD (level 8 to level 10), with a close alignment to clinical practice. In line with its philosophy, the Faculty has an inherent aim, through its programmes, to develop a caring, reflective practitioner who has the ability to seek out and use research-based knowledge for the purpose of improving patient care.

Education Programmes

During the year, 572 nurses and midwives registered as RCSI nursing and midwifery students. All nursing and midwifery education programmes are compliant with the Bologna Accord and the National Framework of Qualifications (NFQ) and are approved through the National University of Ireland (NUI) and the Nursing and Midwifery Board of Ireland. The programmes are based on a modular system, incorporate accreditation of prior learning, and facilitate flexible pathways to NUI educational awards. In accordance with the NFQ, educational awards are offered at level 8: bachelors, level 9: masters, and level 10: PhD. Students may study for major, minor and supplemental and special purpose awards. Successful interdisciplinary education collaboration continues with the Schools of Medicine and Pharmacy, and the Department of Surgical Affairs.

All nursing and midwifery education programmes are currently delivered through a blended learning model. Blended learning involves online computer-mediated teaching combined with face-to-face teaching. Combining these two learning strategies, using the benefits of each, has resulted in greater accessibility to learning, for students. Our aim is to continue to be innovative, flexible and responsive to our potential student population in our educational approach. We are currently working towards the development of an exclusive eLearning model of educational provision for some of our education programmes.

In support of national health policy and in collaboration with the HSE and individual hospitals we offer a vibrant Advanced Nurse Practitioner programme, and we currently provide a national programme in Epilepsy and a national programme in Neonatal Intensive Care Nursing.

Our aim is to continue to be innovative, flexible and responsive to our potential student population in our educational approach.

Ms Enda Woolhead

Dean of the Faculty of Nursing and Midwifery

Professor Seamus Cowman

Head of Department and Professor of Nursing



Patient safety and the continuing demand for evidence-based nursing and midwifery practice will serve as a driving force in setting our future RCSI nursing and midwifery education and research agendas.

Research Achievements

In order to meet the challenges of a continuously changing health care environment and maintain best practice, nursing and midwifery research is essential. Academic nursing staff have successfully played a leading role in research and development both nationally and internationally. Since its launch in 2007, the Faculty Research Centre has been proactive in the development and conduct of multidisciplinary, multiagency research and in supporting MSc, MD and PhD students in the conduct of research. A HRB-funded, three-year study to develop, implement and evaluate best practice in day surgery is being conducted in collaboration with ESRI and HSE. A specific expertise in Systematic Review has been developed and many nursing students now undertake assessment using this process. We have eight postgraduate nursing students registered for MSc, and PhD within the department.

Annual Nursing and Midwifery International Research Conference

Each year, the faculty hosts an International Nursing and Midwifery Research and Education Conference. This year, the conference celebrated its 32nd year, with over 200 national and international delegates in attendance. A Honorary Fellowship of the Faculty was bestowed on Professor Al-Ma'aitah, Professor of Nursing at the Jordan University of Science and Technology.

Challenges for the Future

The new Nurses and Midwives Act 2011 will present new challenges for nurses and midwives, and will require a renewed educational focus from Higher Educational Institutions. Patient safety and the continuing demand for evidence-based nursing and midwifery practice will serve as a driving force in setting our future RCSI nursing and midwifery education and research agendas.

Faculty Board

Ms Edna Woolhead, Dean
 Ms Louise Johnston, Vice-Dean
 Ms Mary McMahon, Honorary Secretary
 Professor Marie Carney, Honorary Treasurer
 Mr Thomas Kearns, An Bord Altranais Representative
 Ms Catherine Clune-Mulvaney
 Dr Áine Colgan
 Professor Seamus Cowman
 Ms Mary Jacob
 Dr Theresa Frawley
 Ms Maeve Dwyer



Faculty of Nursing and Midwifery/School of Nursing Staff (l-r) Professor Marie Carney, Ms Joyce Cousins, Dr Zena Moore, Mr James Hayes, Dr Georgina Gethin, Dr Gillian Paul, Ms Niamh Regan, Professor Seamus Cowman, Head of Department, Ms Deirdre Hyland, Ms Mary O'Neill, Ms Catherine Clune-Mulvaney and Ms Chanel Watson.

TEACHING & LEARNING

FACULTY OF SPORTS & EXERCISE MEDICINE, RCPI AND RCSI

Another busy year for Board members, Committee members and staff in the Faculty.

It was made particularly memorable by our tenth anniversary celebrations in November 2012, in which we were joined by representatives from RCSI and RCPI, past and current Faculty Deans and Board Members, and Representatives from FSEM UK. I would like to thank everyone for their dedication to the specialty and the work done so far. We look forward to what the next 10 years bring.

Administration

The Faculty of Sport and Exercise Medicine (FSEM) priorities were:

- A four-year SpR Training Programme, which has been written to RCPI standards with details available in September 2013 when we hope to have RCPI approval.
- FSEM plan to meet with RCSI in September 2013 to ensure the acceptability of the four-year SpR Training Programme.
- Re-accreditation of the Faculty with the Irish Medical Council through the Chairman of the Re-accreditation working group, Professor Michael Molloy, has been postponed to early 2014. The Faculty must have approval from RCSI and RCPI before approaching the Medical Council or the HSE/MET Unit.

FSEM Fellows and Members

Our objective is to have as widely representative a group of medical practitioners with an interest in sports and exercise medicine, across all specialties and levels, joining our ranks as Fellows as Members. Sports medicine doctors, physicians, general practitioners, emergency medicine specialists, anaesthetists and surgeons are currently represented on our Faculty board.

Following survey feedback from our Fellows and Members, the Board decided to review part of its committee structure. A Corporate Committee was set up in early 2013 under the leadership of Dr Pdraig Sheeran, our Treasurer, to focus on corporate risk and strategy and will make recommendations to the Board in relation to Fellows and Members benefits, marketing and fundraising opportunities.

Following the AGM, we created a new membership category, Associate Membership, for registered medical practitioners currently in training who have been awarded with a postgraduate qualification

in sports and exercise medicine, but do not meet the full criteria for Membership at this time. We hope this category will be popular among NCHDs in training. Information about Associate Membership, Membership and Fellowship is available on our website: www.rcsi.ie/fsem

We have increased communications by e-mail and given our website a make-over, with a range of enhancements, including additional course information.

In an attempt to improve our corporate governance, we circulated an article on 'Better Boards' to all Board members. In addition, we had a presentation from a PwC management consultant on corporate governance. We explored issues related to the culture of the Faculty and the FSEM image was re-branded.

International Activities

We maintain close contact with the Faculty of Sports and Exercise Medicine (UK), and are committed to our international European Federation of Sports Medicine Associations (EFSMA) and Fédération Internationale de Médecine du Sport (FIMS) affiliates. The biannual meeting of EFSMA will take place in Strasbourg in September 2013, under the patronage of the Council of Europe.

Education

Our Annual Scientific Conference was held in September 2012, attracting more delegates than ever. Honorary Fellowships were awarded to Dr Peter Bruckner (Australia) and Mr David Hickey (Ireland). I would like to thank our Organising Committee, especially Chairman, Dr Nick Mahony, for an invaluable contribution to the success of the conference.

Our 'Diploma in Musculoskeletal Examination and Injury Management' is taught by Dr John O'Riordan, Dr L. Joe Conway and Dr Michael Griffin from the FSEM, and the course is administered by the ICGP. Information is available on www.icgp.ie and www.rcsi.ie/fsem

In October 2012, the Faculty ran the inaugural 'Standard Principles Of Resuscitation and Trauma in Sports (SPoRTS) Immediate Care Course' in RCSI, led by Dr Pdraig Sheeran, Course Director and Mr Brian Carlin, Lead Tutor. This course is open to medical practitioners in other specialties and at all levels, as well as allied health care professionals. An intensive three-day course, it has since been run

Dr Joseph Cummiskey

Dean of the Faculty of Sports and Exercise Medicine, RCPI and RCSI



in UCC in April, and is due to take place again in RCSI in November. In January 2013, the course was endorsed by the Faculty of Pre-Hospital Care, Royal College of Surgeons of Edinburgh at Level 2.

In January 2013, teaming up with the School of Physiotherapy, we participated in RCSI's Mini Med School Open Public Lectures programme. Dr L. Joe Conway (FSEM) opened the evening with a presentation on 'Benefits of a Healthy Lifestyle with Exercise'. Dr Helen French (RCSI Physiotherapy) followed with a lecture entitled 'From Aqua Jogging to Yoga – getting to the core of the myriad of Exercise Types'.

A successful 'Exercise Prescription for Health' lecture series was held at RCPI's Clinical Update in April 2013. Speakers included: Professor Norbert Bachl, Department of Sports and Physiological Performance Centre for Sports Science and University Sports of the University of Vienna; Dr Rory O'Hanlon, Consultant Cardiologist, St Vincent's University Hospital Clinical Director, Centre for Cardiovascular Magnetic Resonance, Blackrock Clinic; and the Dean of the Faculty. I want to thank the tutors involved in our courses, journal clubs and grand rounds for giving their time to develop educational activities.

Community Care

Exercise has been 're-branded' worldwide. In the US, the message is 'Exercise is Medicine', while in Europe, the theme is 'Exercise as Health Prescription'. We are participating in this new approach alongside our European colleagues and in alignment with the ICGP's GP Exercise Referral Programme.

Clinical Service

We have Board Members serving on national and international sport federations as Clinical Doctors, including:

- Dr Alan Byrne, Chief Medical Officer for the FAI in the European Championships in Poland/Ukraine;
- Dr Eanna Falvey, who accompanied the IRFU in New Zealand and The Lions in Australia;
- Professor W. Arthur Tanner, the Leinster Rugby Chief Medical Officer;
- Dr L. Joe Conway, who was with the Irish team at the London Paralympic Games; and,
- Dr Rod McLoughlin, who was involved with the Olympic Council of Ireland preparations for London 2012.

Also, many of our Board and Members, past and present, served the GAA at major events during the year.

We have strengthened relationships with the RCSI School of Physiotherapy and the Irish Society of Chartered Physiotherapists and would like to see these relationships evolve, especially in the fields of clinical service and research.

Work to develop Centres of Clinical Excellence has been ongoing.

Research

In order to highlight the Faculty's research activities, we have requested all papers written by our Board members, and eventually Members and Fellows, for publication as a brochure of our current research interests in an initiative inspired by the recent excellent research publication from the Faculty of Nursing and Midwifery. This may be an area for cooperation with our other hospital colleagues in the future.

Faculty Board

Dr Joseph Cummiskey, Dean
 Dr Suzi Clarke, Honorary Secretary
 Dr L. Joe Conway, Vice-Dean
 Dr Padraig Sheeran, Treasurer
 Professor Paddy Broe, President, RCSI
 Professor John Crowe, President, RCPI
 Mr Frank McManus, Representative of RCSI Council
 Professor N. G. McElvaney, Representative of RCPI Council
 Dr Alan Byrne
 Dr Bill Cuddihy
 Dr Martin Daly
 Dr Eanna Falvey
 Dr Aideen Henry
 Dr Nick Mahony
 Professor Michael Molloy
 Mr Paraic Murray
 Professor John Ryan
 Professor W. Arthur Tanner
 Dr Michael Webb
 Dr Rod McLoughlin, Representative of Irish Institute of Sport
 Dr Nick Webborn / Dr Rod Jaques, FSEM UK Representatives

INTERNATIONAL

In 2012/13, RCSI continued to deliver premium medical and healthcare programmes in the Middle East and Asia from our international campus locations in Bahrain, Malaysia and Dubai.





INTERNATIONAL

RCSI BAHRAIN

Over the past year, the RCSI-Medical University of Bahrain (RCSI Bahrain) launched a five-year strategic plan that will guide the development of the University up to the year 2017. The plan is built on three pillars: teaching and learning; research; and community engagement.

In the area of teaching and learning, in September 2012 a new Library and Resource Centre was opened, which created 1,250 square metres of additional space and freed up a large area for teaching and examination purposes. In the same month, a new Learning Drop-In Centre was opened, furthering the University's commitment to student-centred learning.

Within the area of research, a new Research Office was opened to strengthen research collaborations with RCSI Dublin and link in with higher education institutions in the Gulf Region. During the year, the University received two seed grant awards from Dubai Harvard Foundation for medical research into the prevention of Type 2 Diabetes. In March, during a trip to Japan, the University signed three significant research agreements with Kochi University, Tokyo Institute of Technology and SBI Pharmaceuticals.

A new Community Engagement Office was also opened in September 2012. As a healthcare provider, RCSI Bahrain is using its expertise and working with the community to facilitate a strong and sustainable community engagement programme. With the help of over 130 student volunteers, the Office has raised awareness of diabetes through the operation of a Diabetes Mobile Unit. Internationally, staff and students travelled to Lesotho in Africa in February 2013 to carry out charity work. There are plans to expand this experience to Vietnam and Tanzania.

In the past year, RCSI Bahrain received accreditation for undergraduate medical and nursing undergraduate and postgraduate programmes from the Bahrain Quality Assurance Agency for Education and Training. The College was also granted official recognition from Kuwait, the United Arab Emirates and Jordan, and listed in the UNESCO list.

The year was marked by a number of new appointments at management level in the University. Professor Sameer Ootom was appointed Interim President and Dr Jean Hughes was appointed Associate Director for Academic Affairs. Ms Siobhan Traynor was appointed Human Resources Specialist and Mr Adrian Lydon joined as Head of Communications. Professor Andrew Curtain replaced Professor John Murphy as Head of the Department of Obstetrics and Gynaecology and Professor John Fennell replaced Professor James Finucane as Head of the Department of Medicine.

The University also bid farewell to Ms Mary Alexander, the Vice President for Finance and Administration. Mary has worked for over 30 years with RCSI, the last six of which have been in RCSI Bahrain.

As a healthcare provider, RCSI Bahrain is using its expertise and working with the community to facilitate a strong and sustainable community engagement programme.



Pictured above: New location for RCSI Dubai in Dubai Healthcare City.

Pictured right: RCSI Bahrain medical students.



PU-RCSI students have distinguished themselves during the Junior Cycle and Intermediate Cycle 1 examinations.

The annual graduation ceremony took place on 10th June 2013, with a total of 202 graduates conferred. Four new prizes were introduced in recognition of professors who have made outstanding contributions to RCSI Bahrain. The awards are the Professor James Finucane Prize in Medicine, the Professor Niall O'Higgins Prize in Surgery and the Professor John Murphy Prize in Obstetrics and Gynaecology. The Rufaida Al Aslamia Prize in Nursing was also awarded during the conferring ceremony. The prizes were given to four outstanding students who consistently excelled throughout their studies.

PERDANA UNIVERSITY RCSI SCHOOL OF MEDICINE, MALAYSIA

The second academic year for Perdana University RCSI (PU-RCSI) commenced in September 2012, under the leadership of Professor Anthony J. Cunningham, Dean-PU-RCSI. The programme, which comprises five years spent at PU-RCSI, leads to the award by the National University of Ireland of an MB BAO BCh degree and of the Licentiate of the Royal College of Physicians of Ireland (RCPI) and Licentiate of the RCSI.

The Perdana University campus is housed in an interim facility in the MARDI complex in Putrajaya while permanent facilities are in development as part of a new Perdana University Hospital campus due for completion at the end of 2015. The interim campus includes all the features needed for the early pre-clinical curriculum delivery – lecture theatres and seminar/tutorial rooms; anatomy and clinical skills laboratories; library and e-learning studios; academic and administrative offices and meeting rooms; catering; and student social facilities.

Student intake numbers have been approximately 70 per year for the first two years for the PU-RCSI programme, with a similar number anticipated for 2013/14. PU-RCSI students have distinguished themselves during the Junior Cycle and Intermediate Cycle 1 examinations. A total of 14 students participated in the 2012 Summer Student Research Programme. Professor Mohammed Hossain was appointed RCSI Lead in the new Department of Epidemiology and Public Health Medicine.

Professors Mary Cafferkey and Shiran Mohd Sidik head the newly established Departments of Microbiology and Pathology respectively. Professor Dermot Long, RCSI Lead in Medicine and Professor David Adams, RCSI Lead in Surgery were appointed to establish the Perdana University RCSI clinical programmes, which begin in January 2014 in Hospital KL, HTJ Seremban and Hospital Putrajaya. Professor Aidan Bradford and Mrs Ann McGreevy completed their two-year appointments as RCSI Lead Physiology and Medical Humanities and Complimentary Skills Coordinator respectively in June 2013.

PU-RCSI hosted three Primary Membership examinations of the College of Anaesthetists of Ireland and Primary Membership examinations of the RCPI during the 2012–13 academic year. Perdana has established collaborative research programmes with the Department of Neurosciences, University Putra Malaysia (UPM) and studies to assess the anti-oxidant properties of phytonutrients with MARDI.

INTERNATIONAL

The Penang Medical College Conferring Ceremony in June 2013 is Dr Evelyn Aun, valedictorian and winner of overall best student award, with Dr Maurice Manning, Chancellor, National University of Ireland.



In June 2013, Penang Medical College graduated its 1,000th graduate.

Critical to the success of the PU-RCSI programme are the administrative skills of Ms Niamh Coady and the support provided by RCSI faculty through Ms Julie Creedon and Mr James Hayes in the Perdana University Programme Office.

PENANG MEDICAL COLLEGE, MALAYSIA

Students of Penang Medical College (PMC) enjoy the opportunity to study both in Ireland and in Malaysia and, on graduation, to be awarded the internationally recognised MB BCH BAO degrees of the National University of Ireland. Additionally, RCSI and the RCPI award their Licentiates to PMC students on graduation.

Building on their long traditions in medical education, RCSI and University College Dublin (UCD) established Penang Medical College in 1996, thus enhancing the century-old tradition of Irish education in Malaysia and Singapore. Students, some from Irish-founded schools, who might have wished to undertake all their medical education overseas, availed of the PMC joint-programme to gain an internationally recognised medical qualification while spending only part of their undergraduate education abroad.

The PMC programme is a unique combination of rigorous medical education in Ireland followed by tremendous clinical teaching exposure in Malaysia, taught in a programme that is accredited by both the Irish and Malaysian Medical Councils. As a consequence, PMC graduates are well equipped to meet the challenges of a medical career, which could be in Malaysia or in any of the numerous countries that recognise their Irish medical degree. A 2012 report by the Institute for Health Systems Research, Kuala Lumpur, Malaysia (House Officer Performance in Malaysia 2009-2011) placed Penang Medical College among the top medical schools whose graduates were most ready for their House Officer postings.

In June 2013, Penang Medical College graduated its 1,000th graduate. PMC alumni work in countries as diverse as Malaysia, Singapore, Brunei, Ireland, the UK, Malta, Australia, New Zealand, and the United States. There has been a change in ownership of PMC in the past year and the College is now jointly owned fully by RCSI and UCD.

INSTITUTE OF LEADERSHIP INTERNATIONAL ACTIVITIES

The Institute of Leadership continues to expand its international operations. As part of its Community Engagement Initiative, the Institute is supporting the Hanoi Medical University in Vietnam in designing and delivering a faculty development programme for the staff of the medical school. The project, in collaboration with the University's Institute for Preventive Medicine and Public Health, is structured in two stages: (i) a training needs analysis, completed this year, and (ii) design and delivery of the programme.

The Institute's commitment to ongoing community engagement also saw a significant contribution being made to the RCSI-COSECSEA project in sub-Saharan Africa. Six 'Train the Trainer' courses were delivered in July 2012 for leading surgeons in Kenya (Nairobi), Tanzania (Arusha) and Ethiopia (Addis Ababa and Dar es Salaam). Participants completed the Institute's

Professor Jim Finucane with the winner of the James Finucane Prize in Medicine, Dr Ameer Adrian Al-Arrayed at the RCSI Bahrain Conferring in June 2013.



Six 'Train the Trainer' courses were delivered in July 2012 for leading surgeons in Kenya, Tanzania and Ethiopia.

on-line Train the Trainer course, followed by classroom-based training in each of the centres. This year, the Institute also partnered with The International Society for Quality and Safety in Healthcare (ISQua) to make its Online Patient Safety Programme for Doctors available to those undertaking ISQua's new fellowship programme.

The Institute continues also to develop its activities in the Middle East. In a project led by Dr Luke Feeney, the Institute contracted with the Central Board for Accreditation of Healthcare Institutions, part of the Ministry of Health in Saudi Arabia, to design and deliver a series of 40 Best Practice Guides for all healthcare institutions in Saudi Arabia.

In Qatar, Institute staff delivered, on behalf of the Supreme Council of Health (SCH), training and development programmes in project management, risk management, incident management, healthcare audit, quality and safety, and healthcare accreditation. The Institute was awarded a contract to provide consultancy services to progress SCH national projects via the Qatar National Health Strategy in the following areas: (i) national standards for referral and discharge procedures; (ii) clinical guidelines based on international best practices; (iii) continuity-of-care processes. The Institute is also in negotiation to provide an online mandatory patient safety programme for all staff working in the health services in Qatar.

In January, Professor O'Boyle, Director of the Institute, attended the opening of the new Institute of Health Professions Education, Leadership and Research at the University of Sharjah by H.H. Sheikh Dr Sultan Bin Mohammed Al Qasimi, Ruler of Sharjah and President of the University. The first activity of the new Institute will be a new MSc programme in Leadership in Health Professions Education offered in collaboration with RCSI's Institute of Leadership. The Institute's partnership with the University of Yarmouk in Jordan has been in place since 2003 and continues, with increasing student numbers taking the MSc in Health Services Administration. The programme is undergoing review this year and it is expected that a new programme will be in place in 2014.

Student numbers continue to grow in Bahrain and Dubai and the coming year will see the Institute's Dubai base being relocated to the new Sheik Mohammad Bin Rashid Al Maktoum Academic Medical Center in Dubai Healthcare City.

This year saw the development of an international collaborative programme of research focusing on child protection on the internet and also on the role of technology in human trafficking. Collaboration has been established with INTERPOL, MIT and Harvard and Mary Aiken who leads the programme was, this year, one of only five speakers invited to address the President Obama Forum on Human Trafficking at the White House in Washington.

STUDENT AND ALUMNI EXPERIENCE

An outstanding student experience inspires our students as the future world leading healthcare providers and innovators.





STUDENT AND ALUMNI EXPERIENCE



Pictured clockwise from above:
The Gourmet Society.
International Food Night.
International Night 2013.

STUDENT ACHIEVEMENTS

RCSI students are involved in a wealth of extra-curricular activities, with highlights during the year including the International Conference for Healthcare and Medical Students (ICHAMS), launch of the 5th edition of the RCSI Student Medical Journal (RCSImj) and the Academy Award-themed College Ball.

There is also a busy schedule of activities organised by societies and clubs, including a range of events that celebrate the international diversity at RCSI.

RCSI students have been highly active in volunteering and charitable initiatives. This year RCSI students raised more than €50,000 for a host of worthy causes and charities, as well as volunteering their time to assist in many of the College's outreach programmes.

International Student Ambassador Programme

In the past year RCSI have students have participated in a collaborative International Student Ambassador Programme managed by Enterprise Ireland and Education in Ireland which aims to promote Ireland as an education destination. This is RCSI's first year participating in the programme and its three inaugural ambassadors were medical students Hadeel Al Jazzaf (Kuwait), Bryce Lowry (Canada) and Sami Backley (USA & Saudi Arabia). In April, the Student Ambassadors were awarded certificates and acknowledged by Minister for Education and Skills, Ruairí Quinn TD, for their efforts, before attending a reception at Áras an Úachtaráin hosted by President Michael D. Higgins.

Student clubs and societies highlights

RCSI has 33 student societies, offering students great opportunities to meet people with similar interests, try new things and have fun. Sport is an integral part of student life at RCSI, and there are 35 active sports clubs, giving students the opportunity to balance academic study with a wide range of sporting activities.

The Neuroscience society continued to be one of the most active societies in the College in 2012/13, holding a series of interesting and well attended events. In the highlight of the first semester was the 'Boxing and the Brain' event where high-profile guest speakers including spoke about the health impact of the sport of boxing.

The Caribbean African Society ran its annual 'Chocolate Ball' in November 2012, the group had an international fashion show theme with fashions from Africa, Canada, Malaysia and Ireland displayed. The event was attended by nearly 400 people, making it the most popular on campus event.

In March, the Exam Hall was transformed into an Epicurean paradise for the Gourmet Society's annual International Food Night, a major event in this year's inaugural Cultural Diversity Month.

International Night

More than 400 people attended the Mansion House, Dublin, for International Night 2013, one of the highlights of the student annual events calendar which celebrates cultural diversity. The audience was transported around the globe in a night of glittering entertainment which saw PIBS (Pakistan, India, Bangladesh and Sri Lanka) once again steal the show and, for the second year running, were crowned International Night winners.



Pictured is RCSI student Sami Backley, with President Michael D. Higgins, during a reception at Áras an Úachtaráin where participants of the International Student Ambassador Programme were praised for their efforts in promoting Ireland as an education destination.

Class of 2002 graduates at Alumni Weekend 2012 (l-r): Dr Siri Kristiansen, Dr Cliona Lewis, Dr Kilian Hooper, Dr Inger Sirnes, Dr Shane Leavy and Dr. Kristian Leitao.



ALUMNI ACTIVITIES

Building better engagement with our global alumni community.

RCSI has long recognised its alumni as a core part of the organisation and the past twelve months has seen major initiatives to build a stronger and more mutually beneficial relationship with our global alumni community of over 17,000 health care professionals worldwide.

The annual Alumni Weekend for 2012 was held from 13th – 15th September. More than 240 RCSI graduates and guests from 16 countries from near and far travelled to Dublin to attend the event. The 2012 Alumni Weekend was a great opportunity for alumni to meet with old friends and to make some new ones, whilst hearing about the College's plans for the future.

Such was the success of the 2012 reunion that RCSI have become major participants in the government initiative known as the Gathering. RCSI is hosting its own Gathering in 2013 for alumni featuring an exciting blend of a professional and social programme taking place at RCSI in St Stephens Green and at Ireland's new world class purpose-built international conference and event venue, the Dublin Convention Centre.

International events held during the year included a special alumni event in Vancouver, Canada attended by Professor Arnie Hill and Dr Alice McGarvey in January 2013. Many Canadian alumni have expressed an eagerness to assist the Canadian students and will support them within their own clinical field by offering elective opportunities. In November 2012, the UAE Alumni Chapter hosted a very successful alumni conference in Dubai on 'Social Responsibility: A Noble Cause' highlighting the College's social responsibility efforts worldwide.

During the year RCSI has successfully embraced new technology to support and build its alumni network and facilitate current RCSI students to tap into the current and local expertise of RCSI alumni worldwide. Spearheaded by Dr Alice McGarvey, Vice-Dean for Student Career Development, the RCSI Mentor Network has been designed as an interactive portal between mentors and students. During the year this platform for engagement was successfully piloted amongst students and over 120 alumni who so generously


gave of their time and expertise to support this initiative and current students in their careers. Social media tools such as Facebook and LinkedIn have also been developed to facilitate engagement for RCSI alumni with themselves and the College.

Looking ahead – engagement with alumni is a key strategic goal of the RCSI Strategic Plan Growth and Excellence 2013 – 2017 and an alumni strategy for each school is being developed to support the implementation of this plan. This strategy will see new structures being put in place to enable the College engage more effectively with its alumni and establish processes for leveraging and sharing the extensive knowledge and support alumni can offer the College at local and international level.



The RCSI Mentor Network enables current RCSI students to tap into the current and local expertise of RCSI alumni worldwide.

COMMUNITY



As a leading institution in healthcare, medicine and research, RCSI endeavours to advance the health and well-being of people worldwide. The College recognises the significance of education and health management in both the life of an individual and a community and is committed to finding ways in which to give back to our communities both in Ireland and overseas. We support and salute the efforts of many of our staff, students and fellows who volunteer their time and skills on a continued basis.



COMMUNITY

Transition Year Mini-Med students pictured with during a practical demonstration with Mike Burke, Waterford Regional Hospital.



COMMUNITY INITIATIVES IN IRELAND

An outstanding student experience inspires our students as the future world leading healthcare providers and innovators.

REACH RCSI

The REACH RCSI Programme, the community outreach and access programme of RCSI was established in 2007 and continues to promote and support the participation of those from lower socio-economic groups in education and promote lifelong health in the local community of South East Inner City Dublin. The REACH RCSI Programme works closely a number of link DEIS (Delivering Equality of Opportunity in Schools) schools and close links have also been established with several youth, community and sports groups in the local community.

Participants of this year's REACH RCSI Programme benefited from initiatives such as:

- Free one to one tuition at Junior and Leaving Certificate Grinds Clubs
- Summer Course for Primary School Teachers 2012
- Bursary for College
- Work experience placements at RCSI
- Guidance and support with college and grant applications and CV preparation
- Kiran Pathak Scholarship in Pharmacy
- Sports Day at RCSI Sports Grounds
- Free Health Checks provided annually by the staff at Mercer's Medical Centre.
- Ballroom of Romance 2012

In July 2012, RCSI was transformed into a crime scene on to host this free, hands-on science workshop for 40 primary school children who became mini forensic detectives to help in solving a crime by taking part in inquiry based science experiments relevant to the Irish primary science curriculum. The detectives were instructed in what the first attending Garda at a crime scene should do before taking part in a series of activities to solve the crime including blood typing, finger printing, chromatography, UV light experiments and chemical testing. Workshop facilitators included Dr Marc Devocelle, Pharmaceutical and Medicinal Chemistry; PhD student, Yvonne Smith; and RCSI medical students Sean Egan, Elizabeth Ahern-Flynn and Allan Jenkinson.

"I never knew science could be so much fun." – Cracking Crime participant, age 9.

'Cracking Crime with Science' is one component of a suite of hands on science workshops for primary school children entitled 'Small Science, Big Ideas' programme compiled by Dr Maria Morgan, Lecturer in Molecular and Cellular Therapeutics. The workshops are designed specifically for younger children, introducing them to ways scientists work and allowing them to conduct simple experiments.

Meabh examines the crime scene at the RCSI Cracking Crime with Science workshop.



"The competition provided a great opportunity for students to expand their communication and scientific skills. The fact that the students can link it to everyday societal changes gives it an edge:" – Debating Science Issues teacher.

Debating Science Issues (DSI)

DSI is cross border debating competition which invites young people to engage in debate on the cultural, societal and ethical implications of advances in biomedical science. The competition provides a great opportunity for students to expand their research, communication and scientific skills. Through preliminary debates about stem cell research, nanotechnology, immunology practices, self-diagnostic tests, rare disease research funding, and genetically modified foods, the field narrowed to the four schools represented at the Finals at RCSI on February 22nd.

The workshop series and debating competition is collaboration between nine science research and discovery centres throughout Ireland. After several closely contested debates, Banbridge Academy, Co Down emerged victorious to become the 2013 Debating Science Issues winners.

All schools have an opportunity to participate in a three hour workshop on one of the biomedical science topics before the debating competition begins. REACH RCSI's Cliona Lyes visited the four local DEIS schools mentored by RCSI to facilitate a workshop on vaccinations in preparation for the Round 1 debate. The programme is managed within RCSI by Dr Maria Morgan and by Maria Kelly, REACH RCSI Programme.

Primary Science for Teachers Initiative

Primary school teachers from around Ireland participated in the 'Come to Your Senses' summer course which took place in July 2012. The Primary Science for Teachers Initiative is a component of the REACH RCSI programme. The course uses the theme of the human senses to enable primary school teachers to develop their interest and enthusiasm for teaching science with direct relevance to the primary science curriculum for Social Environmental and Science Education (SESE).

Promoting Science, Medicine and Research

Programmes to promote interest in research, medicine and science were run throughout the year, attracting young and older people alike by making science fun, exciting and accessible. The hugely popular RCSI MiniMed School Open Lecture Series, presented by leading health professionals and academics from RCSI, provided an informative and entertaining series of free public lectures. The lectures took place monthly from October 2012 to March 2013, with two lectures taking place at each session on a range of healthcare topics including the ageing eye, healthy skin, cyberchondria, exercise, gut health and colon cancer.

130 Transition Year students from 120 schools across Ireland attended the week-long TY MiniMed Programme held in RCSI and Beaumont Hospital which provided an opportunity to experience what it is like to train and work as a doctor. Transition Year students from the South East took part in the Waterford RCSI TY MiniMed Programme at the HSE-RCSI Education Centre at Waterford Regional Hospital and at Waterford Institute of Technology.

COMMUNITY

Professor Kevin McGuigan with Julius Tumwebaze, School Kabuyoga Primary School, overseeing harvested rainwater set out for solar water disinfection (SODIS).



GLOBAL INITIATIVES

RCSI is committed to advancing the health and wellbeing of people in the developing world by sharing knowledge and providing training and expertise in medicine, research, healthcare and surgery. The strengthening of programmes, in Africa in particular, was seen in 2012/2013. The review and coordination of these diverse activities is under the auspices of RCSI OUTREACH, Committee for International Cooperation.

RCSI/COSECSA Collaboration Programme

RCSI's collaboration programme with COSECSA (The College of Surgeons of East, Central and Southern Africa) helped the African college train surgeons across 10 countries to meet the vast unmet need for surgery in the region. Access to basic surgery in Sub-Saharan Africa can change health outcomes decisively, from death to a four-week recovery or from being seriously crippled for life to having a mild limp.

The programme has enabled COSECSA to increase its training numbers exponentially and put structures in place for sustainability and continued expansion. The programme enabled a full-time COSECSA CEO to be appointed for the first time and secured funding agreements from regional ministries of health. A new information management system was rolled out and staff training and exchanges in vital areas continued to pay dividends. With programme assistance and training, the COSECSA written exam was completely overhauled. External examiners were provided at the annual clinical/viva exams.

In the area of IT, the COSECSA e-learning platform was upgraded and expanded. With new features such as a comprehensive regional

course calendar, the COSECSA website has grown into a hub for surgical training information in the region.

Professor Ciaran O'Boyle and Mr Dermot O'Flynn of RCSI's Institute of Leadership delivered six courses in Kenya, Tanzania and Ethiopia, and have now trained 146 surgeons throughout the region in teaching methodology needed to train surgical skills. Professor Clive Lee, Professor Mary Leader and Mr Dom Colbert continued to deliver basic science courses with the most recent courses hosted in Tanzania and Mozambique. A total of 27 surgeons are being trained over three years as COSECSA's basic science faculty. In Zimbabwe, a pilot project training rural hospital doctors in basic surgical techniques has so far proven very positive. Other courses took place in Zambia, Mozambique and Ethiopia.

The programme facilitated other international partners to begin and grow their surgical training interventions in the region, and initiated a system of coordination.

The challenges of coordinating a common training programme across such a vast area, home to nearly 300 million people, remain formidable, but the RCSI/COSECSA collaboration will continue to strengthen COSECSA in all areas to meet this challenge.

Linking Global and Irish Health Workforce Research

In 2012-13, three research projects, two ongoing and one, based in the Department of Epidemiology and Public Health Medicine, have focused on the global dimensions of the health workforce. The HRB-funded **Doctor Migration Project** (2011-2014), led by RCSI in collaboration with TCD, is assessing the contribution of non-EU migrant doctors to Ireland's medical workforce. There were two publications and 366 foreign doctors completed an online survey. The research team includes Dr Niamh Humphries, Sara McAleese and Professor Ruairi Brugha.

One Irish Aid funded project (**Connecting Health Research in Africa and Ireland Consortium, 2007-2013**) is coming toward an end and a second (**Community Systems Strengthening for Equitable Maternal, Newborn and Child Health [COSYST-MNCH], 2012- 2015**) has commenced. Both aim to support health system's research capacities in African countries. COSYST-MNCH is developing a blended learning Masters in Community Systems Research with the College of Medicine in Malawi. RCSI staff include Dr Elaine Byrne, Aisling Walsh, Fiona Wright and Professor Ruairi Brugha.

Niamh Griffin, Journalist, at her Uganda Photo Exhibition, Northside Civic Centre, Coolock, Dublin. Niamh travelled to Uganda in September 2012 to see, first-hand, the work being done by RCSI-COSECSEA collaboration programme.



Clinical Officer Surgical Training in Africa (COST-Africa) is an EU-funded research project, 2011-15, evaluating the training of Clinical Officers to undertake major surgery, using a cluster randomised controlled trial design. During the year, a new BSc was accredited in Malawi, 17 clinical officers were enrolled for training, and a survey of 17 of Malawi's 27 district hospitals was conducted. In Zambia, COST-Africa delivered additional training in surgery, professionalism, epidemiology and research data collection to 35 clinical officers, working in a complex national policy environment. RCSI's research team consists of Dr Tracey McCauley, Juzer Lotya and Professor Ruairi Brugha.

SODIS

The solar water disinfection (SODIS) studies carried out by Professor Kevin McGuigan and his research team in rural Uganda, as part of the Water is Life programme, are nearing completion. The three-year project, which introduced SODIS into rural primary schools and households, has revealed that:

- None of the 14 primary schools in the study had access to water that complied with Ugandan national drinking water quality standards.
- SODIS had a significant effect on levels of waterborne pathogen levels in the water consumed by the school children, producing log reduction values of 2.6 ($P < 0.001$), and 3.5 ($P < 0.001$) for *E. coli* & *E. faecalis*, respectively.
- Primary school pupils were effective in the transfer of SODIS knowledge to the community. The use of SODIS as a household water treatment technology increased from 4 per cent at baseline to over 60 per cent by the end of the study.
- SODIS was most effective in water samples from rain-harvested water and bore-holes compared to shallow-well and open-dug water sources.
- The quality of the harvested rainwater showed significant levels of contamination. However, SODIS, using PET bottles, is effective in the treatment of the harvested rainwater.

On the basis of these findings, Her Royal Highness Princess Haya Bint Al Hussein, wife of the Prime Minister of the United Arab Emirates and Ruler of Dubai, and daughter of the late King Hussein of Jordan awarded a generous grant of €20,000 towards providing harvested rainwater tanks for some of the those primary schools using solar disinfection but without access to a pumped well. RCSI Foundation Year students, completing a fundraising elective module,

raised a further €600 towards this also. Depending on exchange rates and labour costs, this should be sufficient to install rainwater collection tanks for between five and six primary schools in our Makondo project area. Work will begin on installing these in the autumn of 2013.

Department of International Health and Tropical Medicine, RCSI

New and better tools, technologies and products are needed to deal with infectious diseases in resource-poor countries. The Department of International Health and Tropical Medicine, under the leadership of Professor Samuel J. McConkey, is working hard on making and testing an effective malaria vaccine suitable for children. In 2012/3, the Department organised and completed a first-ever clinical trial in humans of two new malaria vaccines. In total, 24 very healthy volunteers participated in the trial that took place at RCSI's Clinical Research Centre in Dublin. The volunteers' T-lymphocytes responded well to the vaccinations; the action which may protect against malaria. Both of the new vaccines trialled were well tolerated. Following the work in Dublin, the team went on to help their UK and Italian collaborators, to perform two phase II malaria challenge studies with the same vaccines in London, with results pending. This work was funded by European Vaccine Initiative and Irish Aid.

The Department has also set up and evaluated a new national malaria surveillance system in The Gambia, as part of a health systems PhD programme. This work has helped to control and treat malaria better there.

In another initiative, the Department has assessed the screening programme for immigrants and asylum seekers coming to Ireland, and found it is mixed, varied, and staffed by many dedicated and thoughtful people. However, they are largely uncoordinated, unconnected and unlinked to each other, or to national leadership for training, audit of guidelines, problem-solving, or sharing of best practice.

Overall, we have had a busy and productive year.

Professor Michael Earley

Chairman, RCSI OUTREACH, Committee for International Cooperation

FINANCE

RCSI is a not-for-profit, independent academic institution with charitable status. It operates primarily a self-funding financial model which must generate sufficient resources to cover both current and capital funding requirements.





FINANCE

The management and staff of the organisation continued to implement the financial strategy of growing income and tightly managing costs, while maintaining service levels.

RCSI is a not-for-profit, independent academic institution with charitable status. It operates primarily a self-funding financial model which must generate sufficient resources to cover both current and capital funding requirements. The organisation continues therefore to create its own future using disciplined financial stewardship.

The College generates revenue from those activities that are core to the organisation's mission, including education programmes and research, and those which provide a valuable source of revenue such as that generated from its endowment portfolio and fundraising activities. The organisation also raises funds through loan financing for projects of a capital or working capital nature.

The College activities are carried out locally in Ireland and at a number of centres overseas. From an accounting perspective, the international reach of the organisation requires financial statements to be compiled under International Financial Reporting Standards (IFRS), Irish (generally accepted accounting principles) GAAP and US GAAP.

Review of the Year

2011/12 was another busy year for the organisation. 2012 saw the continuation of the economic challenges of the last number of years with limited liquidity in the market place, recessionary market conditions and falling property values, offset somewhat by a low interest rate environment.

The management and staff of the organisation continued to implement the financial strategy of growing income and tightly managing costs, while maintaining service levels.

This strategy has seen the organisation's operating financial performance continue to improve year on year and has provided a level of reserves to support the College's strategy and to protect against the negative effects of external factors.

During the year a number of key activities were undertaken which included the following:

- The organisation successfully refinanced its loan facilities on competitive terms
- Work was completed on the development of the organisation's Strategic Plan 2013-2017 with significant work done by the Finance team to produce a financial model to support this strategy, over the next number of years. A key element within this plan centres on a €70m investment in a state of the art education facility on our Irish campus.

Ms Jennifer Cullinane

Director of Finance



The College continued its capital investment programme which was focused around improving the educational infrastructure, undertaking significant investment in student residences and library facilities at a cost of €5m.

- A restructure of the defined benefit pension scheme was undertaken and a funding proposal was approved by the Pensions Board that aims to balance the asset and liability model over a ten year period
- Work progressed with our 3U partners, Dublin City University and National University of Ireland, Maynooth under the 2012 collaboration agreement.

Activities in Ireland

RCSI reported a strong financial performance in the year ended 30 September 2012.

In 2011/12, the organisation reported an 11 per cent increase in income through the attainment of student recruitment targets and the delivery of a number of new initiatives including the management of the student residence facility. Effective management of the cost base continued, with a marginal increase in costs of just 1 per cent. An increase in the operating surplus in the year of €11m to €29m (2011: €18m) was reported.

Under accounting rules, annual independent valuations of the property portfolio and defined benefit pension fund are required. In the year, the value of the property portfolio was impaired by net €3m, which was at a reduced level over that experienced in the prior year (2011: €12m). The overall fall in property values brought their values in line with market rates. Like many organisations, the College has seen property values fall by almost 60 per cent on their peak values in 2008. Given the prime location of these properties, values are expected to recover in the medium to long term and plans are being considered in this regard. All properties are fully let. The restructure of member benefits in the College Defined Pension Scheme, resulted in a once-off gain in the year but the overall pension deficit increased as a result of the valuation of accrued liabilities using market discount rates at 30 September 2012. The effect of both the property and pension valuations saw a net loss of €12m in the year compared to a cost of €3m in 2011, resulting in an overall gain reported of €17m (2011: €15m).

This continued strong financial performance saw the organisation strengthen its net asset position from €34m in 2010/11 to €50m at 30 September 2012 and resulted in a positive cash flow in the year. Cash generated is needed to fund investment in core education programmes, infrastructural investment and servicing of debt. Cash management continued to be a key focus for the organisation and the policy of diversification of cash holdings across a number of financial institutions was maintained, given the volatility in financial markets.

The College continued its capital investment programme which was focused around improving the educational infrastructure, undertaking significant investment in student residences and library facilities at a cost of €5m.

FINANCE

YEAR ENDED 30 SEPTEMBER 2012

	2012	2011
INCOME & EXPENDITURE	€MILLIONS	€MILLIONS
Income		
Core Activities (Education, Research, Surgery)	115	103
Endowments & Fundraising	11	11
Total income	126	114
Expenditure		
Operating Costs	(97)	(96)
Operating surplus	29	18
Property impairment (net)	(3)	(12)
Pension loss (net)	(9)	9
Net gain for the year	17	15
Balance Sheet		
Net assets	50	34

Activities Overseas

The College operates Education & Training programmes in a number of overseas locations including Malaysia, Bahrain, United Arab Emirates (UAE) and Africa.

The RCSI Medical University of Bahrain, continues to operate in line with business plans. 2012 saw the 3rd year of medical graduates since its inception in 2004/5. Student numbers continue to grow at the University and during the year an investment of just under €1m was undertaken in the library facilities to support increased numbers.

In Malaysia in 2011/12, the College delivered the first year of a medical education programme in conjunction with Perdana University in Kuala Lumpur in 2011/12. A number of staff were seconded from the Dublin office to support the delivery of this programme. In Penang, the joint venture between RCSI and University College Dublin operated in line with expectations.

In the UAE, the Institute of Leadership continues to increase its portfolio of healthcare education offerings and is considering new premises to support its growth plans in Dubai. In Africa, the College supports surgical education and training activities, with funding assistance from the Irish Aid programme.

Prospects for the Future

We recognise both the progress made in improving the organisation's financial performance over the last number of years and the challenges that still remain. Many of these challenges are external in nature and work continues to monitor the key business risks of market

We continue to deliver a financial performance in line with strategic plans including compliance with banking covenants, retaining the pension funding proposal on track and the further development of plans for the property portfolio.

competition, interest rate and currency risks, inflationary pressures and ensuring regulatory compliance. We strive to work to reduce, where possible, the volatilities in the funding model and build contingencies in light of the uncertainties in the world in which we live. To date, the organisation has worked to avoid the worst of their potential effects.

We continue to deliver a financial performance in line with strategic plans including compliance with banking covenants, retaining the pension funding proposal on track and the further development of plans for the property portfolio.

While recognising and addressing these challenges, we must also look to the future. The RCSI strategic plan 2013-2017 sets out an ambitious roadmap for the next number of years with a focus on delivering quality education and research programmes, enhancing our organisation capabilities and building strategic partnerships. As a service industry, RCSI staff are a key enabler in the delivery of these objectives and I wish to pay particular tribute to the commitment of the Finance team in its role.

As Director of Finance, my role is to oversee disciplined financial stewardship of an international organisation and deliver a financial strategy capable of supporting the organisation strategy. I look forward to another busy and exciting year.

APPENDIX 1

Honorary Appointments and Promotions – September 2012

Dr Farhana Sharif, Honorary Clinical Associate Professor, Department of Paediatrics (Regional Hospital Mullingar)
 Mr David Bouchier Hayes, Honorary Clinical Lecturer, Department of Surgery (Galway Clinic)
 Dr Patricia Fitzgerald, Honorary Clinical Senior Lecturer, Department of Surgery (Beaumont Hospital)
 Mr James O'Rourke, Honorary Clinical Senior Lecturer, Department of Surgery (Beaumont Hospital)
 Mr David O'Brien, Honorary Clinical Senior Lecturer, Department of Surgery (Beaumont Hospital)
 Mr Colm Power, Honorary Clinical Senior Lecturer, Department of Surgery (Beaumont Hospital)
 Mr Liam Joyce, Honorary Clinical Senior Lecturer, Department of Surgery (Galway Clinic)
 Mr Paul Balfe, Honorary Clinical Senior Lecturer, Department of Surgery (St Luke's Hospital, Kilkenny)
 Mr Simon Cross, Honorary Clinical Associate Professor, Department of Surgery (Waterford Regional Hospital)
 Mr Paddy Broe, Honorary Clinical Professor, Department of Surgery (Beaumont Hospital)
 Dr Michael Geary, Honorary Clinical Professor, Department of Obstetrics & Gynaecology (Rotunda Hospital)
 Dr Rhona Mahony, Honorary Clinical Professor, Department of Obstetrics & Gynaecology (Master, NMH)
 Dr Sam Coulter-Smith, Honorary Clinical Professor, Department of Obstetrics & Gynaecology (Master, Rotunda)
 Dr Paul O'Connell, Honorary Clinical Senior Lecturer, Department of Medicine (Beaumont Hospital)
 Dr Clare Fallon, Honorary Clinical Senior Lecturer, Department of Medicine (Regional Hospital Mullingar)
 Dr Liam Grogan, Honorary Clinical Associate Professor, Department of Medicine (Beaumont Hospital)
 Dr Steve Patchett, Honorary Clinical Associate Professor, Department of Medicine (Beaumont Hospital)
 Dr Norman Delanty, Honorary Clinical Associate Professor, Department of Medicine (Beaumont Hospital)
 Dr Riona Mulcahy, Honorary Clinical Associate Professor, Department of Medicine (Waterford Regional Hospital)
 Professor Shane O'Neill, Honorary Clinical Professor, Department of Medicine (Beaumont Hospital)
 Dr James Coleman, Honorary Clinical Senior Lecturer, School of Postgraduate Studies (Trinitas Ventures)
 Ms. Debbie Murray, Honorary Clinical Lecturer, School of Pharmacy (Peamount Hospital)
 Dr Andreas Heise, Honorary Senior Lecturer, School of Pharmacy (DCU)
 Dr Brian Cleary, Honorary Clinical Senior Lecturer, School of Pharmacy (Coombe Hospital)
 Mr Ciaran Meegan, Honorary Clinical Associate Professor, School of Pharmacy (Mater Hospital)
 Dr Eithne Murphy, Honorary Clinical Senior Lecturer, Graduate Entry Programme (Connolly Hospital)
 Dr Siobhan Kennelly, Honorary Clinical Senior Lecturer, Graduate Entry Programme (Connolly Hospital)
 Dr John McDermott, Honorary Clinical Senior Lecturer, Graduate Entry Programme (Connolly Hospital)
 Dr Liam Cormican, Honorary Clinical Senior Lecturer, Graduate Entry Programme (Connolly Hospital)
 Dr Richard Farrell, Honorary Clinical Senior Lecturer, Graduate Entry Programme (Connolly Hospital)
 Dr Eamon Leen, Honorary Clinical Associate Professor, Graduate Entry Programme (Connolly Hospital)
 Dr Jim O'Neill, Honorary Clinical Associate Professor, Graduate Entry Programme (Connolly Hospital)
 Dr Trevor Duffy, Honorary Clinical Associate Professor, Graduate Entry Programme (Connolly Hospital)

Honorary Appointments and Promotions – May 2013

Dr Martin White, Honorary Clinical Associate Professor, Department of Paediatrics (Our Lady's Hospital, Crumlin)
 Mr John Gillick, Honorary Clinical Senior Lecturer, Department of Paediatrics (Our Lady's Hospital, Crumlin)
 Dr John Fitzsimons, Honorary Clinical Senior Lecturer, Department of Paediatrics (Our Lady of Lourdes Hospital, Drogheda)
 Dr Adrienne Foran, Honorary Clinical Senior Lecturer, Department of Paediatrics (Rotunda Hospital)
 Dr David Corcoran, Honorary Clinical Senior Lecturer, Department of Paediatrics (Rotunda Hospital)
 Dr John Murphy, Honorary Clinical Associate Professor, Department of Paediatrics (National Maternity Hospital, Holles Street)
 Dr Niall Pender, Honorary Clinical Senior Lecturer, Department of Psychology (Beaumont Hospital)
 Mr Sayed Ali, Honorary Clinical Senior Lecturer, Department of Surgery (Beaumont Hospital)
 Dr Abel Wakai, Honorary Clinical Senior Lecturer, Department of Surgery (Beaumont Hospital)
 Dr Conor Egleston, Honorary Clinical Associate Professor, Department of Surgery (Our Lady of Lourdes Hospital, Drogheda)
 Ms. Eleanor Carton, Honorary Clinical Senior Lecturer, Department of Surgery (Our Lady of Lourdes Hospital, Drogheda)
 Dr Mike Staunton, Honorary Clinical Senior Lecturer, Department of Surgery (Our Lady of Lourdes Hospital, Drogheda)
 Mr Fiachra Cooke, Honorary Clinical Senior Lecturer, Department of Surgery (Waterford Regional Hospital)
 Mr Joe O'Beirne, Honorary Clinical Senior Lecturer, Department of Surgery (Waterford Regional Hospital)
 Dr Carole Barry, Honorary Clinical Senior Lecturer, Department of Obstetrics & Gynaecology (Connolly Hospital)
 Dr Joe O'Coigligh, Honorary Clinical Senior Lecturer, Department of Obstetrics & Gynaecology (Our Lady of Lourdes Hospital, Drogheda)
 Dr Donal O'Brien, Honorary Clinical Senior Lecturer, Department of Obstetrics & Gynaecology (National Maternity Hospital, Holles Street)
 Professor John Murphy, Honorary Clinical Professor, Department of Obstetrics & Gynaecology (Rotunda Hospital)
 Dr Edgar Mocanu, Honorary Clinical Senior Lecturer, Department of Obstetrics & Gynaecology (Rotunda Hospital)
 Dr Ciaran Donegan, Honorary Clinical Associate Professor, Department of Medicine (Beaumont Hospital)
 Dr Alan Martin, Honorary Clinical Senior Lecturer, Department of Medicine (Beaumont Hospital)
 Dr Ross Morgan, Honorary Clinical Senior Lecturer, Department of Medicine (Beaumont Hospital)
 Dr Patrick Manning, Honorary Clinical Associate Professor, Department of Medicine (Bon Secours Hospital)
 Dr Rory McGovern, Honorary Clinical Senior Lecturer, Department of Medicine (Kilkenny Regional Hospital)
 Dr David Waldron, Honorary Clinical Senior Lecturer, Department of Medicine (Kilkenny Regional Hospital)
 Dr Sean Leavey, Honorary Clinical Senior Lecturer, Department of Medicine (Waterford Regional Hospital)
 Dr Brian Creedon, Honorary Clinical Senior Lecturer, Department of Medicine (Waterford Regional Hospital)
 Dr Dominic O'Brannigan, Honorary Clinical Associate Professor, Department of Medicine (HSE Louth/Meath)
 Dr Mark Laher, Honorary Clinical Associate Professor, Department of Medicine (St Michael's Hospital)
 Dr Edmond G Smyth, Honorary Clinical Associate Professor, Department of Microbiology (Beaumont Hospital)
 Dr Sinead McDermott, Honorary Clinical Lecturer, Department of Microbiology (Beaumont Hospital)
 Dr Aidan Quinn, Honorary Clinical Senior Lecturer, Department of Radiology (Our Lady's Hospital, Navan)
 Dr Joe Coyle, Honorary Clinical Lecturer, Department of Radiology (Santry Sports Clinic)
 Dr Emer Shelley, Honorary Clinical Associate Professor, Department of Epidemiology (HSE Public Health)
 Dr Siobhan Jennings, Honorary Clinical Senior Lecturer, Department of Epidemiology (HSE Public Health)
 Dr Patrick Thornton, Honorary Clinical Senior Lecturer, Graduate Entry Programme (Connolly Hospital)



APPENDIX 2

Academic Staff Promotions 2013

Dr Annette Byrne, Senior Lecturer Physiology & Medical Physics
Dr Gianpiero Cavalleri, Senior Lecturer Molecular & Cellular Therapeutics
Dr Pauline Joyce, Senior Lecturer Institute of Leadership
Dr Steve Kerrigan, Senior Lecturer School of Pharmacy
Dr Karen Morgan, Senior Lecturer Psychology
Dr Maria Morgan, Senior Lecturer Molecular & Cellular Therapeutics
Dr Orna Tighe, Senior Lecturer Molecular & Cellular Therapeutics
Professor Sally Ann Cryan, Associate Professor School of Pharmacy
Professor Anne Hickey, Associate Professor Psychology
Professor Caroline Jefferies, Associate Professor Molecular & Cellular Therapeutics
Professor Celine Marmion, Associate Professor Pharmaceutical & Medicinal Chemistry
Professor Kevin McGuigan, Associate Professor Physiology & Medical Physics
Professor David Henshall, Professor of Molecular Physiology and Neuroscience Physiology & Medical Physics
Professor Fergal O'Brien Professor of Bioengineering and Regenerative Medicine Anatomy
Professor Naseem Ansari, Professor of Pathology, RCSI Bahrain

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