

*Dún Laoghaire Institute of
Art, Design & Technology
Annual Report 2018/19*





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Chairperson's Statement

David Holohan

It gives me great pleasure to present the annual report for the academic year 2018 – 2019.

The Institute continued the process of reviewing and developing its Strategic Plan and the plan was launched by Mary Mitchell O'Connor T.D., Minister for State for Higher Education on 27th February 2019. The Institute now moves to the implementation stage of this exciting and ambitious strategy.

The Institute welcomed the establishment of the Technological University, Dublin, a merger between three Institutes of Technology (DIT, IT Blanchardstown and IT Tallaght) on 1st January 2019. This development has changed the landscape of higher education in Ireland and most particularly in the Dublin region, and IADT, through its new strategy, is well placed to adapt to this evolution. We wish our colleagues in TU Dublin well in their new venture.

I wish to acknowledge the work, support and commitment of my fellow Governing Body members during the year. In September 2018, the Governing Body commenced the process of an external evaluation of its effectiveness, the report of which was accepted by the Governing Body in March 2019 and we continue to implement its findings and recommendations.

Our President, Dr Annie Doona, announced on 1st April 2019, her intention to retire from her position on 31st March 2020 after guiding the progress of the Institute for nine years. We thank her for her commitment to the Institute and for the achievements during her term of office. The Governing body subsequently commenced the process of recruiting a replacement for Dr Annie Doona. Finally, I wish to thank the staff of the Institute for their commitment and dedication to the Institute, and I wish to congratulate them on their achievements during the year.

David Holohan
Chairperson



President's Statement

David Smith

I am writing this reflection on the academic year 2018/2019 having recently been appointed President. As I write, the COVID-19 pandemic has wholly changed our perspective and our priorities. The coming months and the next academic year will be utterly different from what we have known.

I acknowledge my predecessor, Dr Annie Doona, and the significant contribution she made to IADT. The success and achievements noted here are very much a result of her commitment and focus on our strategic priorities as her term as President entered its final year.

The academic year 2018/2019 was another busy and successful one for IADT. A notable success was the publication of the Institute's Strategic Plan 2019-2023. Launched in February 2019 by Mary Mitchell O'Connor T.D., Minister for State for Higher Education, the plan provides us with an ambitious roadmap for our future. The themes of Excellence, Growth and Community are the core principles of the plan.

Once again, it was an achievement for the Governing Body, staff and students for the Institute to be awarded Category 1 status in our annual HEA Compact. Such recognition is a clear and public statement, that IADT's financial management and corporate governance remains of the highest standing.

The Institute's links and engagement with external partners and stakeholders continued to grow, with the signing of a formal Memorandum of Agreement with Dundrum College of Further Education and the initial development of a formal agreement with Sheridan College, Ontario. Support from DLRCoCo allowed us to host two significant exhibitions in the Municipal Gallery of the dlrLexicon, SEA CHANGE: IADT 21 Years of art, film and animation and MoTYF 2018 international typography exhibition and symposium.

Our staff, students and alumni continue to win awards and participate in prestigious industry and media projects. National and international recognition included the Zurich Portrait Prize; the Royal Television Society Awards and most notably two Academy Award nominations for IADT alumni.

In November 2018, the Honorary Fellow Awards were presented to Sinead Burke (Broadcaster and Disability Rights Campaigner) and Ann O'Dea (Entrepreneur and Women in Technology Advocate).

I would like to end with sincere thanks and an acknowledgement of the significant contribution made during this year by our Staff, Students and Governing Body members.

David Smith
President



2 Introduction

2.1 Establishment of Institute

Dún Laoghaire College of Art and Design, a constituent college of Dún Laoghaire VEC, was granted autonomous status in accordance with the provisions of the Regional Technical Colleges Acts, 1992-1994 with effect from 1 April 1997 by Niamh Bhreathnach T.D., Minister for Education. The College changed its name by Ministerial Order to Dún Laoghaire Institute of Art, Design and Technology with effect from 8 January, 1998.

2.2 Institute's Vision and Values

IADT is a leader in higher education with a specialist focus on the development of future makers and shapers, technologists, thinkers, storytellers and creators who lead and innovate in a changing digital world.

The Institute's core values are as follows:

- Valuing our Students
- Excellence
- A Supportive Environment
- Valuing our Staff
- Academic Freedom
- Equality and Diversity
- Social Responsibility, Integrity & Ethics
- Communities of Practice



2.3 IADT Strategic Plan 2019-2023

IADT completed the review process for its Strategy 2019–2023 and the new Strategic Plan (Better Futures Created Together) was approved by the Governing Body on 6th February 2019 and launched by Mary Mitchell O'Connor T.D., Minister for State for Higher Education on 27th February 2019.

This Strategic Plan sets out our vision for the future, positioning IADT uniquely within Irish higher education, producing creative, entrepreneurial and technologically astute graduates. Continued engagement with industry, with government agencies and with our stakeholders will be key to the success of this Strategic Plan.

Our ambition, as always, is to produce excellent graduates who are highly valued, who live and work as true global citizens, actively contributing to the development of their industries and wider society, and who remain connected to IADT. We continue to develop new thinking and new creative practices. A new and important focus for us in this strategic plan will be to expand the regional, national and international reach and potential of specific discipline areas with a view to developing and growing these areas. We will also place an increased focus on internationalisation, research, online and

flexible learning. We recognise the importance of strategic partnerships and alliances in Ireland at a regional and national level, and internationally.

Equality and fairness are fundamental and core to the Institute. We provide equal opportunities to our students and staff. We celebrate diversity and difference and seek to provide an inclusive environment that is respectful of others and free from discrimination and harassment. We are committed to positive actions to address any imbalances.

2.4 Equality and Diversity

2.4.1 Athena SWAN Ireland

In April 2017, the Dún Laoghaire Institute of Art, Design and Technology successfully applied for membership of the Athena SWAN Ireland programme and is now working towards an application for Bronze Award status. The Higher Education Authority (HEA) has recommended that all higher education institutions should achieve an Athena SWAN award within 3 years and that research-funding agencies should require HEIs to have attained a bronze Athena SWAN award within 3 years and a silver award within 7 years in order to be eligible for funding. During the academic year 2018/19, IADT's Athena SWAN

2.4.1 Athena SWAN Ireland (Cont'd.)

Self-Assessment Team continued to work on the preparation of the Institute's Athena SWAN Bronze Award Application. On 3rd October 2018, the Institute's Governing Body approved the establishment of an Athena SWAN Sub-Committee of Governing Body to oversee the Institute's application. In April 2019, the Institute submitted its Bronze Award Application to Athena SWAN/Advance HE.

In December 2018, Ms. Niamh Clifford was appointed as the Athena SWAN/Equality, Diversity & Inclusion Manager to further the Institute's Athena SWAN accreditation application.

2.4.2 Equity of Opportunity

The Dún Laoghaire Institute of Art, Design and Technology is an equal opportunities employer and education provider. It does not discriminate in any respect against staff and/or students under the nine grounds set out in the Equal Status Act 2010 (gender, age, race, religion, civil status, family status, sexual orientation, disability or membership of the Traveller Community). It is committed to removing barriers in education and to the initiation of positive action to create and widen opportunities on

an inclusive basis. IADT is strongly committed to advancing and prioritising equality and diversity across all areas of IADT and will take proactive steps to achieve this.



3 Governance

3.1 Governing Body

The sixth Governing Body of Dún Laoghaire Institute of Art, Design and Technology was appointed by the Minister for Education and Skills for a five-year term from 1st April 2016. The two student representatives are appointed for a period of one year up to 30th June each year. The Governing Body met on 10 occasions in the period 1st September 2018 to 31st August 2019.

Governing Body Membership & Meetings Attended

Mr. David Holohan	Chairperson	9
Dr Annie Doona	President	10
Sorcha Nic Cormaic	DDLETB	7
Cllr. Barry Saul	DDLETB	2
Cllr. Barry Ward	DDLETB	3
Mr. Tom Taylor	DDLETB	5
Dr Fionnuala Anderson	DDLETB	8
Ms. Áine O’Sullivan	KWETB	7
Mr. Kieron Connolly	ICTU	5
Ms. Aoife Ruane	The Arts Council	3
Ms. Maeve McConnon	IDA Ireland	10
Mr. Jim Pipe	Houghton Mifflin Harcourt (<i>appointed 12th October 2018</i>)	7
Ms. Marie Carroll	Southside Partnership	9
Mr. John McDonnell	Irish Film Board	10
Mr. Joachim Pietsch	Academic Staff	10
Ms. Fiona McLoughlin	Academic Staff	6
Ms. Celine Blacow	Staff Member (other than Academic)	7

Student members of Governing Body (appointed on a yearly basis)

Mr. Anthony Dunne	From 1st July 2018 to 30th June 2019	9
Ms. Chloe Power	From 1st July 2018 to 30th June 2019	9
Mr. Anthony Dunne	From 1st July 2019 to 30th June 2020	N/A
Ms. Eimear Boyd	From 1st July 2019 to 30th June 2020	N/A

The Governing Body operates in accordance with the IoT Acts 1992 to 2016 as amended and, in particular, in accordance with the Second Schedule to the Acts.

The Governing Body adopted the Code of Governance for Institutes of Technology 2018 on 10th January 2018. The Governing Body operates in accordance with the Code.

The Governing Body adopted Standing Orders on 1st September 2010, which were updated in January 2018 and the Board operates in accordance with these Standing Orders.

The Governing Body meets on a monthly basis up to ten times per annum and meets outside the schedule of meetings whenever required. The following is the list of meetings in the period 1st September 2018 to 31st August 2019:

Date of Meeting	Number of Members in Attendance
5th September 2018	11
3rd October 2018	13
7th November 2018	16
13th December 2018	13
9th January 2019	13
6th February 2019	14
6th March 2019	15
3rd April 2019	13
1st May 2019	14
12th June 2019	14

In accordance with the Second Schedule to the Acts, the quorum for a meeting of the Governing Body is 6. There were no scheduled meetings of the Governing Body which were declared to be inquorate during the period.

The Governing Body carries out its Reserved Functions in accordance with Section 21A of the Acts by resolution of the Governing Body. A list of Reserved Functions is set out in the Code of Governance of Institutes of Technology 2018.

The Governing Body endeavours to reach its decisions by means of consensus agreement. Where this is not possible, the Governing Body reaches its decisions by a majority of the votes of the members present and voting on the question, in accordance with the Second Schedule to the Acts.

A Register of all decisions made by the Governing Body is maintained in the Institute.

In accordance with Section 21B of the Acts, any function that is not a Reserved Function is an Executive Function and all Executive Functions are performed by the President, or by Members of Staff of the Institute to whom such Functions have been formally delegated by the President.

The Governing Body has established the following Committees and these Committees operate in accordance with the Terms of Reference agreed by the Governing Body:

- Audit & Risk Committee (see Section 2.5)
- Academic Council (see Section 3)

3.2 Audit & Risk Committee of Governing Body

The Audit Committee was first established by the Governing Body at its meeting of 5th November, 2003. With effect from September 2017, the Committee was renamed to the Audit & Risk Committee.

Under the Code of Practice for the Governance of State Bodies as amended for Institutes of Technology (the Code), the Committee is required to meet at least four times a year. During the period, 1st September 2018 and 31st August 2019, the Committee met on 4 occasions: 27th September 2018, 12th December 2018, 28th March, 2019 and 29th May, 2019.

Audit & Risk Committee membership and meetings attended to 31st August 2019

Dr Fionnuala Anderson (Chairperson)	3
Ms. Marie Carroll	4
Mr. Kieron Connolly	3
Ms. Maeve McConnon	4

3.3 Governing Body Fees and Expenses

Members of the Governing Body are not eligible for fees in their capacity as Governing Body members. Members of the Governing Body may be eligible for fees and expenses where they preside on interview boards, in accordance with the letter dated 17th October 2011 from the Department of Public Expenditure and Reform.

In the period 1st September 2018 to 31st August 2019, the following fees and expenses were paid:

Fees paid to Governing Body members for Attendance & Participation

Member	Fees/Expenses
Mr. David Holohan	Nil / €351
Dr Annie Doona	Nil / Nil
Sorcha Nic Cormaic	Nil / Nil
Cllr. Barry Saul	Nil / Nil
Cllr. Barry Ward	Nil / Nil
Mr. Tom Taylor	Nil / Nil
Dr Fionnuala Anderson	Nil / Nil
Ms. Áine O'Sullivan	Nil / Nil
Mr. Kieron Connolly	Nil / Nil
Ms. Aoife Ruane	Nil / Nil
Ms. Maeve McConnon	Nil / Nil
Mr. Jim Pipe	Nil / Nil
Ms. Marie Carroll	Nil / Nil
Mr. John McDonnell	Nil / Nil
Mr. Joachim Pietsch	Nil / Nil
Ms. Fiona McLoughlin	Nil / Nil
Ms. Celine Blacow	Nil / Nil
Mr. Anthony Dunne	Nil / Nil
Ms. Chloe Power	Nil / Nil
Mr. Anthony Dunne	Nil / Nil
Ms. Eimear Boyd	Nil / Nil

Payments made to the following Governing Body members for Interview Panel Fees & Expenses

Member	Fees/Expenses
Mr. David Holohan	Nil / Nil
Dr Annie Doona	Nil / Nil
Sorcha Nic Cormaic	Nil / Nil
Cllr. Barry Saul	Nil / Nil
Cllr. Barry Ward	Nil / Nil
Mr. Tom Taylor	Nil / Nil

Members	Fees/Expenses		
Dr Fionnuala Anderson	Nil / Nil	Dr Josephine Browne	Head of Faculty of Enterprise & Humanities
Ms. Áine O'Sullivan	Nil / Nil	David Doyle	Academic Administration & Student Affairs Manager
Mr. Kieron Connolly	Nil / Nil	Grace Weldon	Estates & Facilities Manager
Ms. Aoife Ruane	Nil / Nil	Conor Logan	Finance Manager
Ms. Maeve McConnon	Nil / Nil	Ann Marie Phelan	Enterprise & Innovation Manager
Mr. Jim Pipe	€285 / €20	Dr Tina Kinsella	Head of Dept. of Design & Visual Arts
Ms. Marie Carroll	Nil / Nil	Rónán Ó Muirthile	Head of Dept. of Film & Media
Mr. John McDonnell	€1,995 / €120.83	Dr Andrew Errity	Head of Dept. of Technology & Psychology
Mr. Joachim Pietsch	Nil / Nil	Dr Therese Moylan	Head of Dept. of Entrepreneurship
Ms. Fiona McLoughlin	Nil / Nil	Dr Kevin Wallace	Head of Dept. of Humanities & Arts Management
Ms. Celine Blacow	Nil / Nil	Dr Mark Riordan	Head of Dept. of Strategic & Postgraduate Development
Mr. Anthony Dunne	Nil / Nil	Niamh Clifford	Human Resource Manager (Acting)
Ms. Chloe Power	Nil / Nil	Colm Hennessy	I.T. Manager
Mr. Anthony Dunne	Nil / Nil	Vacant	Librarian
Ms. Eimear Boyd	Nil / Nil	Denise McMorrow	Student Experience Manager

3.4 Senior Staff as at 31st August 2019

IADT senior staff members as at 31st August 2019 are listed below:

Name	Title		
Dr Annie Doona	President		
Dr Andrew Power	Registrar and V.P. for Equality & Diversity		
Bernard Mullarkey	Secretary/Financial Controller		
Jessica Fuller	Head of Creative Engagement		
David Smith	Head of Faculty of Film, Art & Creative Technologies		



4 Academic & Student Matters

4.1 Academic Council

The Academic Council is appointed by Governing Body for a three-year term. The Academic Council meets on a monthly basis throughout the academic year and the quorum is fifty per cent of membership. A proposal to renew the Academic Council membership and structure was approved by Governing Body on 7th November 2018. Changes to the membership of the various sub-Committees were also approved.

The Academic Council has established a number of Sub-Committees as follows:

- Academic Planning, Co-ordination and Review Committee
- Programme Validation Committee
- Quality Enhancement Committee
- Research & Development Committee
- Student Experience Committee
- Teaching & Learning Committee

The membership of the Academic Council as at 31st August 2019 is as follows:

Ex Officio Members of Academic Council

Dr Annie Doona	President & Chair
Dr Andrew Power	Registrar & V.P. for Equality & Diversity
Jessica Fuller	Head of Creative Engagement

Dr Josephine Browne	Head of Faculty of Enterprise & Humanities
David Smith	Head of Faculty of Film, Art & Creative Technologies
David Doyle	Academic Administration & Student Affairs Manager
Denise McMorrow	Student Experience Manager
Chloe Power	Students' Union President

Nominated Members of Academic Council

Rónán Ó Muirthile	Head of Dept. of Film & Media
Paul Comiskey	Faculty of Film, Art & Creative Technologies
Clyde Doyle	Faculty of Film, Art & Creative Technologies
Aoife Giles	Faculty of Film, Art & Creative Technologies (p/t attendance)
Dr Sherra Murphy	Faculty of Film, Art & Creative Technologies
Dr Kevin Wallace	Head of Dept. of Humanities & Arts Management

Nominated Members of Academic Council (Cont'd.)

Dr Kevin Wallace	Head of Dept. of Humanities & Arts Management
Dr Díóg O'Connell	Faculty of Enterprise & Humanities
Dr Caitriona Kirby	Faculty of Enterprise & Humanities
Dr Catherine Cronin	Faculty of Enterprise & Humanities
Dr Sarah Balen	Faculty of Enterprise & Humanities
Grace Latham	SU Welfare & Equality Officer
Louisa Keogh	Student Body Representative
Amy Ní Mhurchú	Student Body Representative

4.2 Academic Governance

Until 2019, IADT operated under delegated authority from Quality and Qualifications Ireland (QQI) to make awards at levels 6 to 9 of the National Framework of Qualifications (NFQ). IADT followed clearly established guidance and procedures to determine design, approval and validation of programmes and awards. Under this arrangement IADT was Delegated Authority to

make the following awards:

Level 6 – Advanced/Higher Certificate (2006)

Level 7 – Ordinary Bachelors Degree (2006)

Level 8 – Higher Bachelors Degree/Higher Diploma (2006)

Level 9 – Taught Masters/Postgraduate Diploma (2011)

Level 9 – Masters by Research (2017)

The Qualifications and Quality Assurance (Education and Training) Act (amendment) 2019 formally established all institutes of technology as autonomous designated awarding bodies from 1 January 2020, enabling them “to make awards, with the exception of Doctoral degrees, to students where the college has satisfied itself that the students have acquired the appropriate standard of knowledge, skill or competence for awards that are included within the National Framework of Qualifications.”

As a consequence of this Act, IADT is now such a Designated Awarding Body (DAB) and the Institute is responsible for the ongoing Quality Assurance and Quality Enhancement of all of its programmes. As a matter of best practice, IADT continues to undertake a detailed formal review of its programmes on a regular basis through the Programmatic Review process. During the Programmatic Review process, each programme is reviewed internally and subsequently ‘revalidated’ by an independent expert panel.

4.3 Approved Courses

Outlined below is IADT's course offering for 2018/19 of full-time and part-time undergraduate, and post-graduate courses, along with details of when the courses were last validated:

4.3.1 Full-Time Courses - 2018/2019

Faculty of Enterprise & Humanities

Course Title	Validated
Bachelor of Arts (Hons) in Arts Management	April 2015
Bachelor of Arts (Hons) in Cultural Enterprise	April 2015
Bachelor of Arts (Hons) in English, Media & Cultural Studies	April 2015
Bachelor of Arts (Hons) in New Media Studies	October 2016
Bachelor of Business in Applied Entrepreneurship	April 2015
Bachelor of Business (Hons) in Entrepreneurship (Add-on)	April 2015
Bachelor of Business (Hons) in Entrepreneurship & Management	April 2015

Faculty of Film, Art & Creative Technologies

Course Title	Validated
Bachelor of Arts in Creative Music Production	May 2014
Bachelor of Engineering in Audio Visual Media Technology	March 2010
Bachelor of Arts (Hons) in Animation	June 2014

Bachelor of Arts (Hons) in Art	November 2014
Bachelor of Arts (Hons) in Creative Music Production	March 2017
Bachelor of Arts (Hons) in Design for Stage & Screen	
– Character Make-up Design	
– Costume Design	
– Production Design	November 2014
Bachelor of Arts (Hons) in Film & Television Production	November 2014
Bachelor of Arts (Hons) in 3D Design, Model Making & Digital Art	November 2015
Bachelor of Arts (Hons) in Photography	November 2014
Bachelor of Arts (Hons) in Visual Communication Design	October 2014
Bachelor of Science in Computing in Multimedia Programming	March 2010
Bachelor of Science (Hons) in Applied Psychology	May 2014
Bachelor of Science (Hons) in Computing in Multimedia Systems/ Web Engineering	March 2010
Bachelor of Science (Hons) in Creative Computing	October 2014
Bachelor of Science (Hons) in Creative Media Technologies	November 2014

4.3.2 Postgraduate Courses—2018/2019

Course Title	Validated
Master of Arts in Art & Research Collaboration	June 2018
Master of Arts in Broadcast Production for Radio & Television	June 2018
Master of Arts in Interdisciplinary Design Strategies	June 2018
Master of Arts in Screenwriting for Film & Television	June 2018
Master of Business in Cultural Event Management	June 2018
Master of Business in Digital Entrepreneurship	June 2018
Master of Science in Cyberpsychology	June 2018
Postgraduate Diploma in Cultural Event Management	June 2018
Postgraduate Diploma in User Experience Design	Sept. 2016

4.3.3 Special Purpose Awards— 2018/2019

Course Title	Validated
Certificate in Applied Digital Business	June 2017
Certificate in Critical Research: Foundation, Futures & Skills	June 2018
Certificate in Cyberpsychology	June 2018
Certificate in Data Visualisation	June 2015
Certificate in Design Thinking	Oct. 2017
Certificate in Fundamentals of User Experience Design	Sept. 2016
Certificate in Sports Psychology	June 2018
Certificate in Technology Enhanced Learning	July 2012

4.3.4 Masters Degrees by Research Courses

IADT offers a number of Masters degrees by Research in a variety of disciplines including Entrepreneurship, Humanities, Creative Arts and Psychology.



4.4 External Examiners

External Examiners appointed for each programme for the academic year 2018/2019 are outlined below:

4.4.1 Faculty of Enterprise & Humanities - External Examiners 2018/2019

Bachelor of Business in Applied Entrepreneurship

Dr Cedric Chau

Ms. Angela Hamouda

Dr Patricia Medcalf

Ms. Eleni Rozaki

Ms. Ruth Vance Lee

Bachelor of Arts (Hons) in Arts Management

Dr Cedric Chau

Mr. Nicholas Eade

Dr Patricia Medcalf

Bachelor of Arts (Hons) in English, Media & Cultural Studies

Dr Jennie Carlsten

Dr Anne Mulhall

Dr Ian Walsh

Bachelor of Business (Hons) in Entrepreneurship (One Year Add-on F/T and P/T)

Dr Cedric Chau

Ms. Angela Hamouda

Dr Patricia Medcalf

Ms. Eleni Rozaki

Ms. Ruth Vance Lee

Bachelor of Business (Hons) in Entrepreneurship & Management

Dr Cedric Chau

Ms. Angela Hamouda

Dr Patricia Medcalf

Ms. Eleni Rozaki

Ms. Ruth Vance Lee

Master of Business in Digital Entrepreneurship

Dr Tom Egan

Postgraduate Diploma in Business in Cultural Event Management

Mr. Nicholas Eade

4.4.1 Faculty of Film, Art & Creative Technologies —
External Examiners 2018/2019

**Bachelor of Science in Computing in Multimedia
Programming**

Dr Kenneth Dawson-Howe

Dr Cathy Ennis

Bachelor of Arts (Hons) in Animation

Dr Angela Stukator

Mr. Tom Walsh

Bachelor of Arts (Hons) in Art

Dr Sarah Smith

Ms. Kate Strain

**Bachelor of Arts (Hons) in Creative Music
Production**

Dr Brian Bridges

**Bachelor of Arts (Hons) in Design for Stage &
Screen — Production Design**

Mr. Joseph McBrinn

Mr. Ashley Shairp

**Bachelor of Arts (Hons) in Design for Stage &
Screen — Costume Design**

Mr. Joseph McBrinn

Mr. Ashley Shairp

**Bachelor of Arts (Hons) in Design for Stage &
Screen — Character Makeup Design**

Mr. Joseph McBrinn

Mr. Ashley Shairp

**Bachelor of Arts (Hons) in Film & Television
Production**

Dr Ruth Barton

Mr. Hilmar Oddsson

Bachelor of Arts (Hons) in New Media Studies

Dr Jennie Carlsten

Bachelor of Arts (Hons) in Photography

Ms. Sophy Rickett

Prof Mette Sandbye

**Bachelor of Arts (Hons) in 3D Design, Modelmaking
& Digital Art**

Ms. Claire Holman

Mr. Tom Walsh

4.4.1 Faculty of Film, Art & Creative Technologies —
External Examiners 2018/2019 (Cont'd.)

Bachelor of Arts (Hons) in Visual Communication Design

Ms. Liza Enebeis

Dr Javier Gimeno Martinez

Bachelor of Arts (Hons) in Applied Psychology

Dr Duncan Brumby

Prof Rachel Msetfi

Bachelor of Science (Hons) in Computing in Multi-media Systems/Web Engineering

Dr Kenneth Dawson-Howe

Dr Cathy Ennis

Bachelor of Science (Hons) in Computing in Multi-media Systems/Web Engineering (1 yr. add-on)

Dr Kenneth Dawson-Howe

Dr Cathy Ennis

Bachelor of Science (Hons) in Creative Computing

Dr Kenneth Dawson-Howe

Dr Cathy Ennis

Bachelor of Science (Hons) in Creative Media Technologies

Dr Anthony Grennan

Prof Tomas Ward

Master of Arts in Art & Research Collaboration

Dr Georgina Jackson

Master of Arts in Broadcast Production for Radio & Television

Dr Pat Brereton

Ms. Vanessa Gildea

Mr. Liam O'Brien

Master of Arts in Creative Music Production

Mr. Oscar Van Heek

Master of Arts in Interdisciplinary Design Strategies

Ms. Ruth Kelly

4.4.1 Faculty of Film, Art & Creative Technologies —
External Examiners 2018/2019 (Cont'd.)

Master of Arts in Screenwriting

Dr Pat Brereton

Mr. Giovanni Robbiano

Master of Science in Cyberpsychology

Dr Alison Attrill-Smith

Master of Science in User Experience Design

Dr Trevor Hogan

Ms. Fiona Murphy

Postgraduate Diploma in User Experience Design

Dr Trevor Hogan

Ms. Fiona Murphy

Certificate in Applied Digital Business

Mr. Glenn Mehta

Certificate in Assessment and Evaluation

Ms. Gina Noonan

Certificate in Critical Research

Dr Alison Attrill-Smith

Certificate in Cyberpsychology

Dr Alison Attrill-Smith

Certificate in Data Visualisation

Dr Cathy Ennis

Certificate in Design Thinking

Ms. Fiona Murphy

Certificate in Fundamentals in User Experience Design

Dr Trevor Hogan

Certificate in Sports Psychology

Prof. Rachel Msetfi

Certificate in Teaching and Learning

Ms. Gina Noonan

Certificate in Technology Enhanced Learning

Ms. Gina Noonan



4.5. Student Numbers 2018/19

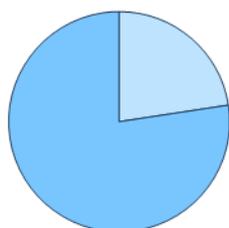
4.5.1 Student Numbers by Discipline 2018/19

	1st Years	Other Years	Total
BA in Creative Music Production	0	70	70
BBus in Applied Entrepreneurship	31	67	98
BSc in Computing in Multimedia Programming	0	1	1
BA (Hons) in Animation	32	96	128
BA (Hons) in Art	46	111	157
BA (Hons) in Arts Management	30	72	102
BA (Hons) in Creative Music Production	36	25	61
BA (Hons) in Design for Stage & Screen — Costume Design	6	33	39
BA (Hons) in Design for Stage & Screen — Character Makeup Design	11	32	43
BA (Hons) in Design for Stage & Screen — Production Design	2	22	24
BA (Hons) in English, Media & Cultural Studies	39	124	163
BA (Hons) in Film & Television Production	34	99	133
BA (Hons) in New Media Studies	38	36	74
BA (Hons) in Photography	20	56	76
BA (Hons) in 3D Design, Modelmaking & Digital Art	24	92	116
BA (Hons) in Visual Communication Design	31	93	124
BSc (Hons) in Applied Psychology	59	170	229
BSc (Hons) in Computing in Multimedia Systems/Web Engineering	0	1	1
BSc (Hons) in Creative Computing	40	106	146
BSc (Hons) in Creative Media Technologies	20	58	78

4.5.1 Student Numbers by Discipline 2018/19 (Cont'd.)

	1st Years	Other Years	Total
BBus (Hons) in Entrepreneurship (Add-on F/T and P/T)	0	20	20
BBus (Hons) in Entrepreneurship & Management	42	99	141
MA in Art & Research Collaboration	0	17	17
MA in Broadcast Production for Radio & Television	0	18	18
MA in Cinematography (Joint Mundus)	0	21	21
MA in Interdisciplinary Design Strategies	0	7	7
MA in Screenwriting for Film & Television	0	13	13
MBus in Cultural Event Management	0	10	10
MBus in Digital Entrepreneurship	0	4	4
MSc in Cyberpsychology	0	37	37
PGDip in Business Cultural Event Management	0	11	11
PGDip in User Experience Design	0	22	22
Certificate in Applied Digital Business (Special Purpose Award)	0	1	1
Certificate in Critical Research: Foundation, Future & Skills (SPA)	0	11	11
Certificate in Cyberpsychology (SPA)	0	17	17
Certificate in Data Visualisation (SPA)	0	10	10
Certificate in Design Thinking (SPA)	0	18	18
Certificate in Fundamentals of User Experience Design (SPA)	0	32	32
Certificate in Sports Psychology (SPA)	0	23	23
Certificate in Technology Enhanced Learning (SPA)	0	1	1
Total (excluding Masters by Research students)	541	1756	2297

4.5.2 Student Enrolments 2018/19



Full-time Students enrolled by Award

Ordinary Bachelor Degree (Level 7)

Female 7 Male 24

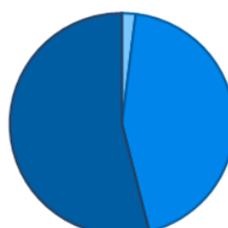
- Total 31 (6% of 1st Year Students)

Honours Bachelor Degree (Level 8)

Female 251 Male 259

- Total 510 (94% of 1st Year Students)

4.5.4 Part-time Students by Award



Overall Part-time Students by Award

Honours Bachelor Degree (Level 8)

Female 2 Male 1

- Total 3 (2% of Students)

Masters/Postgraduate Diploma

Female 45 Male 27

- Total 72 (38% of Students)

Special Purpose Awards

Female 55 Male 58

- Total 113 (60% of Students)

4.5.3 Student Numbers by Award



Overall Full-time Students by Award

Ordinary Bachelor Degree (Level 7)

Female 43 Male 126

- Total 169 (8% of Students)

Honours Bachelor Degree (Level 8)

Female 989 Male 863

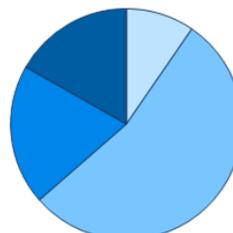
- Total 1852 (88% of Students)

Masters/Postgraduate Diploma

Female 52 Male 36

- Total 88 (4% of Students)

4.5.5 Graduate Numbers by Award



Graduate Numbers by Award

Ordinary Bachelor Degree (Level 7)

Female 16 Male 57

- Total 73 (9% of Students)

Honours Bachelor Degree (Level 8)

Female 225 Male 187

- Total 412 (54% of Students)

Masters/Postgraduate Diploma

Female 87 Male 63

- Total 150 (20% of Students)

Special Purpose Awards

Female 63 Male 65

- Total 128 (17% of Students)

4.6 Student Prizes, Scholarships & Achievements 2018/19

4.6.1 Student Prizes

Blackrock Education Centre Awards (Nov. 2018)

Mike Culligan [BA (Hons) in Computing in Multimedia Systems/Web Engineering] received the Best Educational Project Award sponsored by BEC at the conferring ceremony on 9th November 2018.

Chartered Institute of Management Accountants (CIMA) Awards (Nov. 2018)

The following students received CIMA Awards at the conferring ceremony on 9th November 2018:

Chris Boylan [BBus in Applied Entrepreneurship] received a Finance 3 Award.

David Byrne [BBus (Hons) in Entrepreneurship] received a Taxation & Finance Award.

Ruta Gulbe-Svane [BA (Hons) in Arts Management] received a Financial Management Award

Megan Lunney [BBus (Hons) in Entrepreneurship & Management] received a Taxation & Finance Award.

Allied Irish Banks Awards (Nov. 2018)

The following students received Allied Irish Bank Awards at the conferring ceremony on 9th November 2018:

Floe Davis [BA (Hons) in English Media & Cultural Studies] received an Award of Excellence

Catherine Lane [BA (Hons) in English, Media & Cultural Studies] received a Humanities Award.

Dún Laoghaire Rathdown County Enterprise Office Student Awards (Nov. 2018)

The following students received Dún Laoghaire Rathdown County Enterprise Office Student Awards at the conferring ceremony on 9th November 2018:

Philip Byrne [BBus (Hons) in Entrepreneurship] received an Entrepreneurship Award

Eleanor Collier [BBus (Hons) in Entrepreneurship (Flexible)] received an Entrepreneurship Award

Siobhan Lucey [BA (Hons) in Arts Management] received a Strategic Arts Award

Conor Walsh [BBus (Hons) in Entrepreneurship & Management] received an Entrepreneurship Award

Faculties Student of the Year Awards (Nov. 2018)

The following students received Faculty Student of the Year Awards at the conferring ceremony on 9th November 2018:

Claudia Crampton [BA (Hons) in English Media & Cultural Studies]

Rachel Elder [MA in User Experience Design]

Frances Healy [BA (Hons) in Film & Television Production]

Gordon McGuire [PG Diploma in User Experience Design]

Robert McLoughlin [BA (Hons) in Applied Psychology]

Jennifer Murphy [MSc in Cyberpsychology]

4.6.1 Student Prizes (Cont'd.)

Faculties Student of the Year Awards (Cont'd.)

Siobhan Nic Gaoithin [PG Diploma in Business in Cultural Event Management] received the Mary Ryan Memorial Award

Ellen O'Connor [BA (Hons) in Art]

Susan O'Donovan [BSc (Hons) in Applied Psychology]

Jack O'Reilly [BSc (Hons) in Creative Media Technologies]

Gareth Williams [BSc (Hons) in Computing in Multimedia Programming]

National Film School Awards (Nov. 2018)

The following NFS students received awards at the conferring ceremony on 9th November 2018:

Eabha Bortolozzo and Jack Kirwan [BA (Hons) in Animation] received Windmill Lane Pictures Animation Awards

Aoife Bradshaw [MA in Screenwriting for Film & Television] received the Writers' Guild of Ireland Award for Screenwriting.

Slawomir Braki [BA (Hons) in Film & TV Production] received the Aileen MacKeogh Award

Stephanie Connolly [BA (Hons) in Visual Communication Design] received the Thesis Award for Academic Excellence.

Colm Drennan [BA (Hons) in Creative Music Production] received a Student of the Year Award sponsored by Musicmaker.

Frances Healy [BA (Hons) in Film & TV Production] received the inaugural National Film School Award for Best Filmmaker of the Year.

Audrey Hendy [BA (Hons) in Photography] received the Irish Professional Photographers Association Award.

Daryl Howe [BA in Creative Music] received a Student of the Year Award sponsored by Youlean and Melda.

Jonathan White [MA in Broadcast Production for Radio & Television] received the RTÉ Award for Broadcast Production.

Olivia Burke Awards (Nov. 2018)

The following students received Olivia Burke Awards at the conferring ceremony on 9th November 2018:

Dean Rowe [BBus in Applied Entrepreneurship]

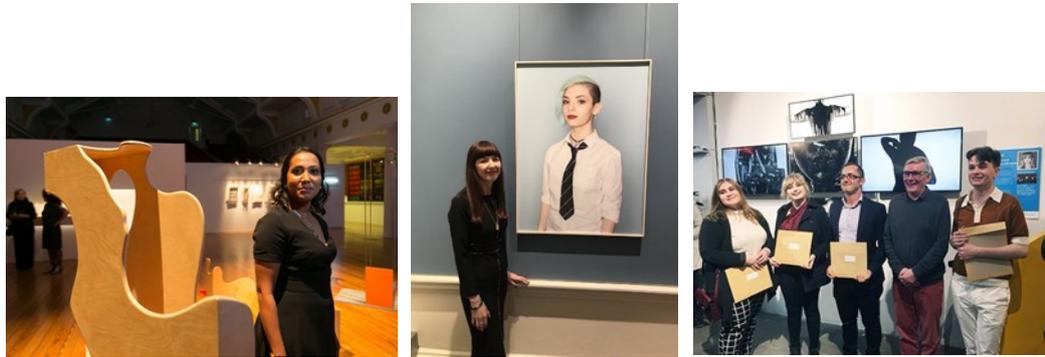
Carol Thornton [BBus (Hons) in Entrepreneurship]

4.6.2 Student/Graduate External Awards

RDS Visual Arts Awards (Oct. 2018)

Anishta Chooramun [BA (Hons) in Art 2018] and current student of the MA in Art and Research Collaboration programme, received the RHA Graduate Studio Award as part of the RDS Visual Arts Awards held in Dublin in October 2018. As part of the award, Anishta received €5,000, plus a stipend of €2,500. Her work entitled, 'And Then We Met', comprising a series of sculpture made from various materials including birch, ply, paper, glass, fabrics etc., featured as part of the RDS Visual Arts Awards Exhibition which ran from 25th to 28th October 2018.





4.6.2 Student/Graduate External Awards (Cont'd.)

Zurich Portrait Prize (Oct. 2018)

IADT graduate Mandy O'Neill [MA in Public Culture Studies 2016] won the Zurich Portrait Prize 2018 as part of the National Gallery Ireland's annual portrait competition. As part of her prize, Mandy received €15,000 and a commission worth €5,000 to produce a new work for inclusion in the National Portrait Collection.

Inspirational Arts Photography Award 2018 (Oct. 2018)

Luke Faulkner [BA (Hons) in Photography 2018] was announced the winner of the Inspirational Arts (IA) Photography Award 2018 for his work entitled 'I'm Addicted To You, Don't You Know That You're Toxic'. Luke's work featured as part of the IA Photography Group Exhibition held at The Library Project, Dublin from 5th to 21st October 2018.

IDI Design Graduate Awards (Dec. 2018)

The following IADT BA (Hons) in Visual Communications Design 2018 graduates received Awards at the Institute of Designers in Ireland Graduate Awards ceremony, which was hosted by IADT on 6th December 2018:

Shauna Buckley received the Typography Award and the Grand Prix for 'No Place Good Place'.

Emer Brennan received the Design Research Award for 'I'm Coming Out': The expression of queer identity through Irish nightclub flyers, 1980s – 2000s'.

Stephanie Connolly received the Trans-disciplinary, Brand Identity and Packaging Awards for 'Little Talks'.

Ruairí Crawley Idir received the Design for Digital Award for 'The Future of Digital Healthcare'.

Kayleigh McCarthy received the Printed Material Award for 'La Finta Giardiniera' Opera Programme and Poster.

Ciara Wade received the Animation Award for 'The Title Sequence - The Lollipop Man'.

Royal Television Society Republic of Ireland Student Awards (Mar. 2019)

The following IADT students received awards at the RTS Republic of Ireland Student Awards held on 5th March 2019:

Eabha Bortolozzo and Jack Kirwan [BA (Hons) in Animation 2018], Dylan Boyle and Stephen Harris [4th Year of BA (Hons) in Creative Music Production] and Sam Farrar [3rd Year of BA in Creative Music Production] received the Undergraduate Animation Award for 'The Usual'.



4.6.2 Student/Graduate External Awards (Cont'd.)

Jack Desmond, Philip Emo, Sean Doupe and Cian Desmond [BA (Hons) in Film & Television Production 2018] received the Undergraduate Short Film Award for 'Speak to Her'.

Brendan McCallion, Frank O'Malley, Robin J. Kavanagh and Brendan Corcoran [BA (Hons) in Film & Television Production 2018] received the Undergraduate Drama Award for 'Backwater'.

Animation Dingle Student Awards (Mar. 2019)

The following 2018 graduates of IADT's BA (Hons) in Animation received awards at the Animation Dingle Festival on 22nd and 23rd March 2019:

Eabha Bortolozzo and Jack Kirwan won the Best Sound Design Award for 'The Usual'.

Brigid Purcell won the Best Writer Award for 'Screw It'.

Grainne White won the Best Director Award for 'Fathom'.

Galway Film Fleadh Winners (July 2019)

The following graduates from IADT's National Film School received awards at the 31st Galway Film Fleadh on 14th July 2019:

Paudie Baggott [BA (Hons) in Film & Television Production 2011] received the Donal Gilligan Award for Best Cinematography in a Short Film' for his work entitled 'Rip to the Rescue'.

Lara Hickey [MA in Creative Production & Screen Finance 2018] received the Best First Short Drama award for her film entitled 'Bainne'.

Royal Television Society Awards (June 2019)

The following IADT students received awards at the finals of the Royal Television Society Awards held in London UK on 28th June 2019:

Philip Emo [BA (Hons) in Film & Television Production 2018] received the Undergraduate Craft Skills – Writing Award for 'Speak to Her'.

Brendan McCallion, Frank O'Malley, Robin J. Kavanagh and Brendan Corcoran [BA (Hons) in Film & Television Production 2018] received the Undergraduate Drama Award for 'Backwater'.

Brendan McCallion [BA (Hons) in Film & Television Production 2018] received the Undergraduate Craft Skills – Editing Award for 'Backwater'.

Markievicz Award (Aug. 2019)

Isadora Epstein [MA in Art Research Collaboration 2018] was announced one of the winners of the Markievicz Awards by Josepha Madigan TD, Minister for Culture, Heritage and The Gaeltacht. The awards were made for the first time in 2019 in honour of Countess Constance de Markievicz. The award recipients received up to €20,000 administered by the Arts Council on behalf of the Department of Culture, Heritage and The Gaeltacht.

4.6.3 Student/Graduate Achievements

Undergraduate Awards (Sept. 2018)

Essays submitted by IADT graduates, Floe Davis [BA (Hons) in English, Media & Cultural Studies 2018] and Stephanie Connolly [BA (Hons) in Visual Communication Design 2018] were Highly Commended at the Undergraduate Awards event in September 2018.

National Forum for the Enhancement of Teaching & Learning Internship (Sept. 2018)

Graduate Simon Lynch [BA (Hons) in Visual Communication Design 2017] commenced a six-month internship with the National Forum for the Enhancement of Teaching & Learning, Dublin.

Sea Change Exhibition (Sept. 2018)

Graduates of the National Film School at IADT showcased their work at the exhibition entitled 'SEA CHANGE: IADT 21 Years of art, film and animation' which was held in dlr Lexicon Municipal Gallery, Dún Laoghaire from 14th September to 21st October 2018. The exhibition included contributions in the specialist fields of art, film and animation and highlighted the diversity of artistic practices that have been developed over twenty-one years by graduates.

New Frontiers Placement (Nov. 2018)

Bébhínn Sheridan [4th year BA (Hons) in Applied Psychology] was accepted onto the

New Frontiers programme. The New Frontiers Programme is an Enterprise Ireland programme aimed at supporting the establishment and growth of technology or knowledge intensive ventures that have the potential to trade internationally and create employment in Ireland. IADT delivers the three-phased programme in partnership with DIT Hothouse, and across all phases, participants have access to desk space within the Media Cube. Bébhínn was previously awarded the Accenture Leaders of Tomorrow Accelerator Prize for her project 'Compensave' in March 2018.

'Aesthetic Distance' Exhibition (Dec. 2018)

Vera Ryklova [BA (Hons) Photography 2015] held her first solo exhibition entitled 'Aesthetic Distance' in the Triskel Arts Centre from 6th December 2018 to 28th January 2019. Vera's exhibition was a photographic exploration of desire and the sense of self within the concept of social and cultural belonging and features a series of staged self-portraits.

'Making the Intangible Tangible' Exhibition (Jan. 2019)

IADT's students of BA (Hons) in Art held an exhibition of their work in the United Arts Club, Dublin 2. The exhibition was entitled 'Making the Intangible Tangible' and ran from 18th January to 1st February 2019.



4.6.3 Student/Graduate Achievements (Cont'd.)

Academy Awards Shortlisting (Jan. 2019)

IADT graduate, Louise Bagnall [BA (Hons) in Animation 2007] was shortlisted for an Academy Award for her film entitled 'Late Afternoon'. The film was written and directed by Louise and filmed by Cartoon Saloon and examines the degenerative symptoms of dementia.

Oscars Nominations 2019 (Feb. 2019)

Two IADT graduates were nominated for awards at the 91st Oscars Awards Ceremony in Los Angeles on 9th February 2019:

Louise Bagnall [BA (Hons) in Animation 2007] was nominated for the Best Animated Short Film category for 'Late Afternoon'

Vincent Lambe [National Diploma in Design in Communications – Film & Video 2002] was nominated for the Best Live Action Short Film category for 'Detainment'.

Golden Globe Awards 2019 (Jan. 2019)

IADT graduate, Robbie Ryan [National Certificate in Technology in Audiovisual Media Technology 1993] was the cinematographer for 'The Favourite', which received a Golden Globe Award for the Best Motion Picture.

Sundance Film Festival 2019 (Jan. 2019)

Two IADT graduates premiered their film entitled 'GAZA' at the Sundance Film Festival, which was held in Utah USA from 24th January to 3rd February 2019. The documentary was co-directed by Garry Keane [Higher National Diploma in Design Communications 1991] and edited by Mick Mahon [BDes. in Film & Video Design 1998]. The film unfolded a portrait of the ordinary people of Gaza who attempt to lead meaningful lives beyond the rubble of perennial conflict.

'In The Making' Exhibitions (Feb. 2019)

Degree year students of IADT's BA (Hons) in Art, exhibited their work at Pallas Projects. The exhibition was presented in three instalments, titled 'FLUX', 'SAGA' and 'HOST' and was held in the Pallas Projects, Dublin on 31st January, 7th February and 14th February 2019.

Top 30 International Design Graduates (Feb. 2019)

IADT graduates Liam Hamill and Susannah O'hUadhaig [BA (Hons) in Visual Communication Design 2018] were selected amongst the Top 30 International Design Graduates of 2018 and were the only Irish winners as selected by The





4.6.3 Student/Graduate Achievements (Cont'd.)

Design Kids (TDK). Each year TDK invites ten international industry leaders to pick the three people they would invite for interview in their films. Jessica Walsh of Sagmeister & Walsh New York, chose Susannah, while Caroline Bagley and Sohee Kim of COLLINS, San Francisco, chose Liam.

ARCHIVE Photography Exhibition (Apr. 2019)

IADT's 2nd Year BA (Hons) in Photography students held an exhibition of their work entitled ARCHIVE at the Copper House Gallery, Dublin 8 between 5th to 11th April 2019.

Exhibition in the IMMA (Apr. 2019)

IADT's 1st Year BA (Hons) in Art students held an exhibition in the Irish Museum of Modern Art (IMMA) studios from 5th to 10th April 2019. The work on display was students' site-specific responses to IMMA as the culmination of the 2019 'Place Project', an annual 12-week collaboration between IADT's BA (Hons) in Art and IMMA.

Cannes Film Festival Screening (May 2019)

Four graduates from IADT's National Film School premiered their film, 'Vivarium', at the Cannes

Film Festival which took place between 14th and 25th May 2019. The film was directed by Lorcan Finnegan [Bachelor of Design in Interactive Media 2001], written by Garret Shanley [Bachelor of Design in Film & Video Design 2000], produced by Brendan McCarthy [MA in Screenwriting 2006] and John McDonnell [MA in Screenwriting 2008].

RCSI and IADT Youth Mental Health Animation Series (Jun. 2019)

The Royal College of Surgeons Ireland (RCSI) and 3rd year students of IADT's BA (Hons) in Animation collaborated to develop a series of mental health animations aimed at young people. The animations were based on research conducted by the RCSI with the animations carried out by twenty-four 3rd Year IADT students. The series was launched and promoted in collaboration with the Health Services Executive and SpunOut.ie and topics covered in the series included: depression, anxiety, bullying and loneliness.



Photo courtesy of Brian McEvoy

4.6.3 Student/Graduate Achievements (Cont'd.)

Graduate Fashion Collection at Brown Thomas (July 2019)

Graduate Anna Guerin [MBus in Digital Entrepreneurship 2018] showcased her fashion collection at Brown Thomas Dublin as part of BT CREATE 2019 (a showcase of Irish Design). After graduating from IADT, Anna started implementing The Dualist business by developing prototypes collection, branding and an operation plan. In April 2019, Anna successfully pitched her brand to Brown Thomas to be considered for BT CREATE 2019.

4.6.4 Student Scholarships

Warner Brothers Scholarship (Nov. 2018)

Sarah Ahern (MA in Screenwriting) was awarded a Warner Brothers Ireland Creative Talent Scholarship. The scholarship was announced by Josh Berger, President & Managing Director, Warner Brothers UK, Ireland & Spain. As part of the scholarship, Allyn will receive funding support and a short, paid placement at Warner Brothers Ireland Dublin, as well as access to screenings and mentoring support from Warner Brothers Executives in the country.

4.7 Student Services & Facilities 2018/19

4.7.1 Student Services Financial Committee

On the 5th November 2012, the Student Services Committee Members approved the change of the Committee's title to Student Services Financial Committee (SSFC), in light of the 2011 Report of the HEA in respect of the Student Contribution, combined with the establishment of the Student Experience Sub-Committee of Academic Council. The role of the SSFC is to:

- Consider and make annual recommendations to the Institute Executive on the allocation of institutional funds for student services;
- Consider and decide on the implementation and distribution of institutional funding allocated for student services;
- Prepare an annual report for dissemination to the campus community;
- Ensure that the interests and concerns of students are adequately met within the consultative process.

4.7.2 Student Experience Sub-Committee

On 15th October 2012, the Academic Council approved the establishment of the Student Experience Sub-Committee to consider student wellbeing policies which support the students in their learning, enable the further development of a supportive campus environment, and identify specific focuses for intervention. At its meeting of 12th November 2012, the Academic Council approved the amalgamation of the Library and Student Experience Sub-Committees.

The Student Experience Committee's aim is to:

- Develop and advise on policies and procedures relating to overall student

wellbeing, with reference to:

- o Student contribution to campus community
- o Initiatives to promote a professional, respectful, creative and diverse environment
- o Learner Charter
- o Student ambassadors, e.g. mentor, buddy schemes etc.
- o Student conduct
- o Support students with particular needs
- o Interaction/communications between specific services/units and academic departments
- o General Institute environment and its impact on students
- Input into the Institutional strategy for Student Supports and suggest key performance indicators for same;
- Establish and review appropriate standards for student services in collaboration with the respective service provider, e.g., Health Service, Estates and Facilities/ICT Office and Library;
- Receive and consider the annual report from the Student Services Team and make recommendations to Academic Council arising from same as appropriate;
- Monitor and review in general terms, issues arising from students' grievances/ complaints and disciplinary matters which are of concern to the student experience overall, and advise the Academic Council as appropriate;
- Establish or promote initiatives that support the creation of an environment which enhances the student Institute experience.

4.7.3 Student Services

4.7.3.1 Access Office

The Access Office supports the Institute's policy for equality of access to, and participation in IADT's range of programmes. During the academic year 2018/19 the office engaged in the following Pre-entry and Post-entry supports.

The Pre-entry Strand

HEAR/DARE Scheme – In September 2018, 14 students entered IADT via HEAR and 59 through DARE.

Programme for Access to Higher Education (PATH) – PATH is a competitive fund, managed by the HEA on behalf of the Department of Education & Skills.

PATH 2 - 1916 Leaders & Learners Bursary – This award from the HEA funded 40 Bursaries across the cluster to support increased access to higher education for disadvantaged groups. Of the 40 Bursaries, IADT was allocated 8 over 3 years. The fund provides recipients with a bursary of €5,000 per academic year to support them in their studies. IADT received 24 applications in 2018, 12 of these were eligible for the bursary and 7 students were subsequently offered the bursary. One bursary which was reserved for lone parents was transferred to UCD. One of our 7 bursary students deferred semester 2 so their bursary is paused until their return.

PATH 3 - Creative Arts Summer School - In June 2019, the second Creative Arts Summer School took place between Monday 24th – Friday 28th. This was a five-day summer school which allowed participants to spend a day in each of the five colleges (IADT, NCAD, TCD, MIE and UCD). This project is operated through the Access Services in each of the participating colleges and seeks to widen participation for groups currently under-represented in our colleges. A total of 60 participants, took part in two creative art workshops each day, and experienced what the creative arts courses have to offer. Participants also learned about the application processes, portfolio requirements, entry requirements, support services and creative career opportunities related to each college's creative courses. IADT's workshops for this year were: Make-Up for Stage and Screen, Costume for Stage and Screen, Animation and Film. Each workshop facilitated 15 participants, with 60 potential students attending on campus on the 27th June 2019.

Path 3 - Community Mentoring – The aim of the initiative is to increase participation among underrepresented groups through mentoring. This inter-institutional and cross-community collaboration invites students from the five Higher Education Institutes (HEIs) to undertake 3 visits to local DEIS schools, Further Education Colleges or community/adult education centres throughout the 2018/19 academic year.

4.7.3.1 Access Office (Cont'd.)

Students across the 5 HEIs volunteered to become mentors, to inspire the next generation of college students by sharing their educational journeys and stories with their local communities. Students received ongoing training and support from their local HEI as well as a group training session which took place at the inaugural Community Mentor Summit in Trinity College on Saturday, 13th October 2018. The Community Mentoring Programme was officially launched by Minister for Higher Education Mary Mitchel O'Connor TD, on 1st October 2018 in Croke Park Dublin. IADT had 4 mentors who successfully completed this programme.

Outreach

Numerous outreach initiatives took place over the year, including but not limited to, school and community group visits, campus workshops and information talks, examples of these are:

- RTÉ visited IADT in February 2019, with their TY Access Group of about 20 students for a tour of The National Film School, this was then followed by a talk from the Access Office.
- The Access Office collaborated with Southside Traveller Action Group (STAG) in May 2019 on a project for Traveller Pride Week. A discussion with participants to highlight the Traveller Culture and their experiences was filmed and is available on IADT's website.
- IADT, UCD Access & Lifelong Learning, and St. Kieran's Traveller School Bray collaborated to offer 12 primary school students from the traveling community the opportunity to participate in a hands-on film workshop, and screening. The development and creation of the film took place over two morning sessions. On day one students worked on creating a film script at UCD, and on day two students brought their film to life at IADT. Finally, their film was screened at UCD's cinema, where participant's families, friends and the wider settled community were invited.
- The Access Office was invited and attended the Irish Refugee Council Celebration in The EPIC Irish Emigration Museum on 29th May, and on 20th June 2019 attended "A Hundred Thousand Welcomes" on World Refugee Day in TCD.
- The Access Office has been part of the PATH Evaluation Committee, with findings presented to the PATH Management Steering Group by Dr Dervil Jordan on 31st May 2019.

The Post-entry Strand

Student Assistance Fund – In 2018/19 the Access Service received €102,216 from the HEA for the student Assistance Fund. A total of 198 students applied to the fund, 19 were deemed ineligible and 15 were incomplete applications.

4.7.3.1 Access Office (Cont'd.)

The Post-entry Strand (Cont'd.)

First Year Matters (FYM), is IADT's enhanced orientation programme for incoming first years, and was successfully lead by the Access Office in September 2018. The First Year Matters (FYM) programme is an all-institute initiative that supports and facilitates the successful 'settling in' of all of our incoming first year students. The programme is run over the first four weeks of the autumn term, and is coordinated by the Students' Union and the FYM team. At the centre of this programme are the First Year Student Leaders whose role it is to help all new students find their feet and enjoy student life at IADT.

Mature Student Writing week. IADT has a thriving mature student population comprising of approximately 10% of the student body. 57 mature offers were made for the academic year 2018/19. The Access Service contacted all of these students to offer the non-compulsory Mature Student Writing Week. 27 students registered for the programme and 21 attended.

College of Sanctuary - A College of Sanctuary is somewhere that is committed to being a safe and welcoming place for all, especially those seeking sanctuary. A working group is being formed at present and strong links with the City of Sanctuary network has been established.

4.7.3.2 Assistive Technology Service

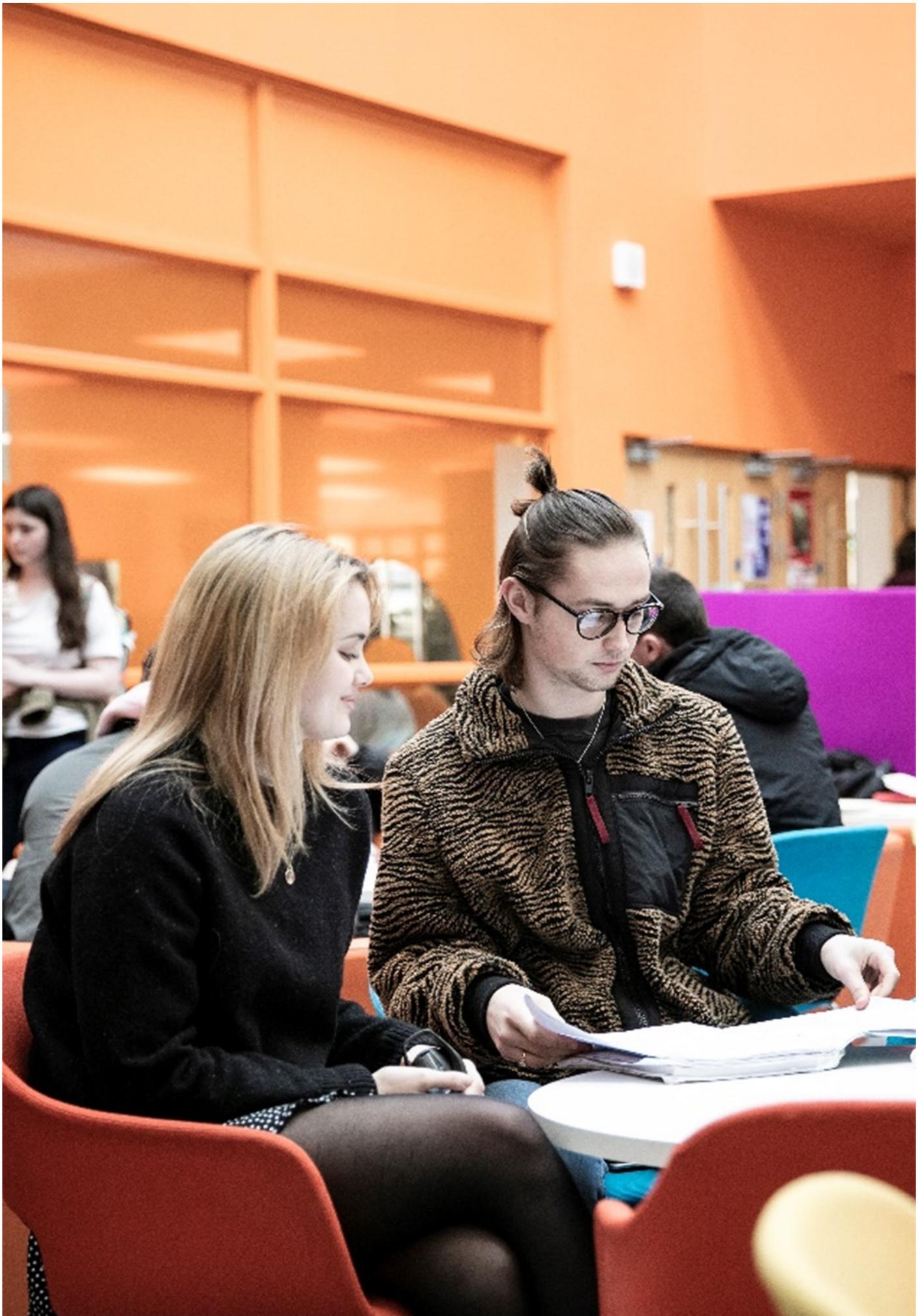
- The Assistive Technology Service supported 193 students in 2018/19 using a range of technologies, including laptops

and dedicated Assistive Technology (AT) software.

- A total of 58 new students registered with the AT Service, and 50 were needs assessed and were allocated AT.
- The majority of students have a Specific Learning Disorder (SLD) such as Dyslexia, though the numbers of those with DCD, ASD (Autistic spectrum Disorder), ADHD (Attention Deficit Hyperactivity Disorder) and DCD (Developmental Co-ordination Disorder) and Dyscalculia have increased significantly.
- New AT supports included supporting students in the use of Tablets and Smartphones and browser-based apps as well as new cloud-based AT technologies such as Google Voice Typing and Grammarly.
- The Assistive Technology Service provides one-to-one training in all AT allocated.

4.7.3.3 Careers Centre

The Careers Centre offers information, practical support and guidance to students and graduates in career planning and research, and in the proactive development of employability skills. The principal elements of the service's work have been one-to-one contacts with students/graduates, email responses to careers-related queries and classroom-level contact through the 'Employability Programme'.



4.7.3.3 Careers Centre (Cont'd.)

- During the academic year 2018/19 a total of 156 one-to-one career advisory appointments were held, with 127 of these being undergraduate students, 11 graduates and 18 postgraduates.
- Communication of employment opportunities to students/graduates was maintained during 2018/19 via the Graduate Database.
- The Careers Centre carried out the annual Graduate Outcomes Survey of the previous year's graduate class (2017) during the summer of 2018. This was the first full survey using the HEA's standardised template across the entire HEI sector. A response rate of 51% was achieved.
- During 2018/19, the Careers Officer presented 32 workshops/careers information sessions with class groups as part of the employability programme.
- An Employer Forum was held focussed on I.T. and Digital Media with 12 employers participating.
- A Careers forum was held in conjunction with the inaugural Final Year Matters week including the participation of four employers, IT Conversion Courses, Postgraduate/Research IADT, Visual Artists

Ireland For Purpose (not for profit), CV workshops and Researching Postgraduate Workshops.

- Other on-campus career events/presentations included: Japan Exchange for Teaching (JET), Washington Ireland Program (WIP), USIT, Camp Leaders, Larian Studios (games), Employer Presentations to Creative Computing students.
- Off-campus career events/presentations included: Gradireland Graduate Careers Fair RDS (126 IADT students/graduates attended); Gradireland Live (including languages/postgraduate opportunities); and Gradireland Summer Fair (RDS).

4.7.3.4 Disability Support Service (DSS)

- The Disability Office aims to promote inclusion, advocacy, and active participation in college life. The service provides equal access to education for IADT students with a range of disabilities and mental health conditions.
- In order to register with the Disability Support Service, a student must present for a Needs Assessment and submit current Evidence of Diagnosis, compliant with AHEAD guidelines. A total of 291 needs assessments were carried out during the year 2018/2019

4.7.3.4 Disability Support Service (DSS)

- 271 students were registered with the DSS. After withdrawals and deferrals were accounted for, 262 were registered at the end of term 31st May 2019. The largest cohort of students (103) have a Specific Learning Disability (Dyslexia, Dyscalculia, Dysgraphia). There has been a continuous rise in the number of students registering with Mental Health Conditions (34), Autistic Spectrum Disorder (27) and ADHD (24). When compared to the IADT student population of 2581 (Figure from June 2018) 10.1% of the student population is registered as having a disability.
- During the academic year of 2018/19 a total of 504 support appointments of 15-30 minutes were provided. These include academic support, wellness support and social skills support which are open to the total student population. 65% of support sessions carried out took place in semester one of the academic year.
- The DSS service co-ordinated the provision of exam supports in conjunction with the Exams Officer. 386 exam accommodations were required by 123 students who were registered with the Disability Office during the summer exam period of 2019. Examples of exam accommodations included: use of a PC, extra time, access to a separate exam centre or smaller group, access to a Reader

and access to a Scribe. 63 students from the Faculty of Enterprise and Humanities availed of exam accommodation and 60 from the Faculty of Film Art and Creative Technologies

- During 2018/19, the DSS increased disability awareness on campus by: presentations to the Entrepreneurship and Psychology lecturing staff; contributing to a Ability Awareness training day for IADT staff; holding an Autism Awareness Day with an interactive Autism Exhibition from 'As I Am'; reviewing building accessibility on campus; and identifying barriers to accessibility, namely entrance doors, with issues being raised with Senior Management and Estates.
- The DSS worked on a number of collaborative internal and external projects including First Year Matters, E-Cohesion, Consent Framework and connecting with local community groups, Carmona Special School, Specialisterne Autism Recruitment and CrossCare Mental Health Services.

4.7.3.5 Learning Support Service

- In June 2019, Student Academic Skills Support (SASS) completed a one-year extension of a two-year contract to provide the Institute's Learning Support Services (LSS).

4.7.3.5 Learning Support Service (Cont'd.)

- The service provision included students with Autistic Spectrum (AS) and Dyscalculia, in addition to students affected by Attention Deficit Hyperactivity Disorder, Developmental Co-ordination Disorder, Dysgraphia and other neurodiverse learning issues. The Service also provided general learning and support to IADT students via open seminars and individual/small group tutorials. The LSS extended its maths support provision with twice weekly one to one tutorial support in the Library.
- The LSS extended its provision of open access workshops in the Library with the 'How to' series running twice a week at lunchtime and covering 12 core topics around research, writing and editing, presentation, organization and exam skills. The team developed a range of accessible learning resources linked to the workshop topics which are available online on the Service webpage. In Term 1, a total of twenty workshops were held covering ten different topics. In Term 2, a further six workshops were held covering six topics. The programme of open access seminars/workshops included topics such as:
 - ⇒ How to Write a Thesis Proposal
 - ⇒ How to Research & Use Secondary Sources
 - ⇒ How to Write a Literature Review
 - ⇒ How to Analyse Primary Materials
 - ⇒ How to Structure and Write Academic

Introductions & Conclusions

- The service provided a number of custom designed workshops during the year including: Academic Writing for Postgraduates, Chicago Referencing Style, and How to Write a Literature Review.
- The LSS provided 1,160 support sessions to students, with 67% taking place in Term 1.
- During 2018/19, a total of 218 students registered with the LSS as follows:

Autism Spectrum Disorder (ASD)	29
Dyslexia	116
DCD/Dysgraphia	36
ADD/ADHD	37
- LSS provided specialist support to students with Specific Learning Difficulty (SpLD) and Autistic Spectrum Disorder (ASD). The Service processed documentation and completed Needs Assessments for the new cohort of students, as well as continuing to provide tailored educational supports to continuing students.
- Areas of support included: Academic Skills (planning/editing of assignments, time management etc.) and Social and Communication Skills (team working, dealing with noise and distraction, interpersonal issues, work placements etc.).
- Other initiatives included:
 - ⇒ 'Discover IADT' - an orientation day for students registered with DSS/LSS

4.7.3.5 Learning Support Service (Cont'd.)

which provided information on IADT's campus, services, supports and accommodations. More than 30 students attended the event.

- ⇒ The service worked in collaboration with the Access Office to provide a 'Mature Students' Writing Week' in the week prior to registration was attended by 30 students.
- ⇒ Collaboration with the Disability and Assistive Technology Officers on a staff presentation on the theme of Ability Awareness.
- ⇒ Collaboration with Southside Partnership to offer individual I.T. skills to IADT students. A total of 17 students registered for tuition and tutors from Southside Partnership attended IADT on six days throughout the term to meet with students.

4.7.3.6 Student Health Centre

- In September 2018, the Student Health Centre (SHC) commenced its second year with Dr Nina Byrnes and Associates of Generation Health. The IADT GP service provides 12 hours per week during term time (i.e. 30 weeks per year), 6 hours on campus plus 6 hours off site (Glenageary) appointments available weekly to IADT registered students. There is a €10-€20 charge to see the GP unless the student is a holder of a medical card.
- Suzanne Keily and Joan Broderick provide the nursing role to students and between them provide 39 hours per week Monday to Friday in a job-sharing capacity. They triage on presentation, run nurse led clinics, answer emergency calls and administer first aid, evaluate student illness and provide the information to promote students' wellbeing. There is no charge to see the nurse.
- During 2018/19 emphasis was placed on health promotion, with pop-up health information clinics held from January to Easter. Topics covered included: breast check, family planning, unplanned pregnancies, STIs, quitting smoking, alcohol and drugs, nutrition and diet. The SHC also linked with Athena SWAN on International Women's Day in March 2019, providing a workshop and information on menopause. In addition, Dr. Byrnes provided a very successful an open forum for staff on IADT's Staff Wellbeing Day on 29th March 2019.
- January 2019 saw changes to abortion laws in Ireland. The SHC identified and met with a local GP, Dr Rachel Mackey, Dún Laoghaire and arranged a pathway of referral with her.
- The Nurses drafted and submitted a proposal to introduce a smoke-free campus to the Executive Team.
- The nurses supported SU SHAG Week, First Year Matters, Final Year Matters and events on mental health such as the 'Let's Talk' initiative.

4.7.3.6 Student Health Centre (Cont'd.)

- The on-campus statistics for the SHC during 2018/19 are as follows:

Details	Total
Consultations (excl. admin., registering, making appointments)	2,988
GP's Consultations (6 hrs/wk)	737
Nurses Consultations (39 hrs/wk)	2,251
Nurses only appointments	1,131
Nurses drop-ins/phone calls etc.	1,120
Phlebotomy	294

- Off-campus statistics for the SHC during 2018/19 are as follows:

Details	Total
Glenageary Consultations	362
General Medical Services Cards	67
Emergency Hormonal Contraception	5
Private Appointments	268
Glenageary DNAs (No Shows)	27

4.7.3.7 Student Counselling Service

- The objective of the Student Counselling Service in the academic year 2018/19 was to ensure the highest quality of psychological support and intervention, and efficient waiting list management.

- A total of 6 talks on mental health were facilitated by the Student Counsellor for students throughout the year. These talks were organized in collaboration with IADT SU Vice President for Welfare and Equality, Niamh Grennan, who has been nominated for her commitment to organizing the talks by the Union of Students in Ireland and the Student Health Centre.
- Drop in counselling hours were facilitated by the Counsellor for students based in the Sound Training Centre (STC) in Temple Bar, Dublin 2.
- Attending the Focus Group on 'Dignity, Respect and Inclusivity', which was facilitated as part of IADT's commitment to achieving the Athena SWAN Bronze Award.
- During 2018/19, the overall number of individual appointment requests from undergraduate and postgraduate level students was 1,114. All students who contacted the service were offered an appointment. Dominant themes in client presentations were anxiety, depression, traumatic experiences and difficulty coping with a background of dysfunctional upbringing and family dynamics.
- An agreement to collaborate as part of the IADT Consent Working Group for 'Ending Sexual Violence and Harassment in Irish Higher Education Institutions'.

4.7.3.7 Student Counselling Service (Cont'd.)

- The months with the highest number of appointments attended during 2018/19:

⇒ October 2018	130
⇒ November 2018	102
⇒ January 2019	103
⇒ February 2019	99
⇒ April 2019	60

4.7.3.8 Student Union

In November 1998, the Student Union was formed at the Institute to represent the interests of the students in their dealings with the Institute's authorities, and to further the social and cultural life of students on campus. The Student Union is affiliated to the Union of Students in Ireland (USI).

The three Sabbatical Officers for the year 2018/19 were:

- Chloe Power (SU President)
- Grace Latham (VP Education)
- Niamh Grennan (VP Welfare & Equality)

IADT's Student Union were winners of the Best Small Students' Union Team of the Year award at the Student Achievement Awards Ireland Ceremony in April 2019. The award was presented to the SU as part of the Annual Congress of the Union of Students in Ireland which was held from 1st to 4th April 2019 in the Breaffy House Resort, Co. Mayo.



5 Research & Development Activities



5.1 Developmental Activities

5.1.1 IADT Honorary Fellow Awards

At the Conferring Ceremony on 9th November 2018, the following received Honorary Fellow Awards:

- Ms. Sinéad Bourke (inspirational activist and advocate for inclusivity) in recognition of her excellent work in inclusive design, disability rights and the promotion of equality and diversity.
- Ms. Ann O’Dea (CEO and co-Founder of Silicon Republic and founder of Inspirefest) in recognition of her work in promoting women in technology and for her passion for new technology and all things digital.

5.2 Projects

5.2.1 Tempus ALIGN Project

The Tempus ALIGN project (Achieving and Checking the Alignment between Academic Programmes and Qualifications Frameworks) 543901-TEMPUS-1-2013-1-AM-TEMPUS-JPGR ran from 2013 to 2017. The project involved 9 HEIs from Armenia, Russia and Ukraine, as well as Quality

Assurance agencies, student bodies, education ministries and employer groups in all three territories. IADT was responsible for ALIGN Work Package 1 – Capacity Building. IADT staff member David Quin participated in the ALIGN project peer review panels in Ukraine (Sumy State University, Taras Shevchenko University and Khmelnytskyi University) and chaired the project’s peer review panels in Armenia (State Academy of Fine Arts of Armenia, Brusov University of Language and Social Sciences and Yerevan State Medical University) and in Moscow State Pedagogical University in Moskva. David Quin co-authored ALIGN National Guidelines for Ukraine, Armenia and Russia and presented Recommendations to Governments at conferences in Kiev and in Yerevan.

In 2018, IADT became involved in a new Erasmus+ project DESTIN ‘Journalism Education for Education for Democracy in Ukraine: Developing Standards, Integrity and Professionalism’ Project number: 598964-EPP-1-2018-1-UK-EPPKA2-CBHE-JP. On DESTIN, IADT is responsible for WP3 European Curriculum Development. David Quin is the IADT lead on the project. Rónán Ó Muirthile, Head of Department of Film and

5.2.1 Tempus ALIGN Project (Cont'd.)

Media, Dr Therese Moylan, Head of Department of Business and Entrepreneurship, and Caitriona Kirby from IADT's BA (Hons) New Media Studies have all been involved in the DESTIN project.

In 2018, IADT also secured funding for two Erasmus + ICM (International Credit Mobility) projects authored by David Quin. One of these mobility projects was with IADT's partners in Sumy State University in Ukraine and focused on SSU's student cabinet project (an online, paperless feedback system for students). The ICM has been constructed as a research project. IADT's David Doyle, Pat Moffatt and Elena Somoza have travelled to Sumy, conducting training and workshops and a project peer review of the SSU system. Reciprocal SSU visits to IADT have involved IADT ICT Department, Teaching and Learning, Student and Academic Affairs. Eighteen months into the two-year project the focus of ICM discussions is now on future collaboration in e-learning, inter-disciplinarity, equality, diversity and inclusion, and innovative pedagogy.

IADT's other Erasmus+ mobility project is with SAFAA and YSITC (Yerevan State Institute of

Theatre and Cinematography) in Armenia. This ICM focuses on capacity building, the enhancement of teaching, learning and assessment and on the possible creation of a capacity building toolkit for small Institutes of Art, Design and Media. IADT's Elena Somoza, Clare Barman and Deirdre O'Toole will travel to Armenia in February 2020. The reciprocal staff visits to IADT involve job-shadowing, presentations and workshops on all aspects of art, design, film and media teaching, learning, assessment and project work.

5.2.2 Innovation Voucher/Industry Collaborations

During the academic year 2018/19, a total of nine innovation voucher collaborations with companies commenced:

- CombiMark
- Leakwatch Ltd.
- Media Street
- NM Sport Technology Ltd.
- Pac Sane
- Rattleberry Ltd.
- RPC Websites Ltd.
- The Irish Whiskey Magazine
- Wink Lighting Ltd.

5.2.3 Sponsorship Funding for Staff Projects

MOTYF

The MOTYF Festival took place in dlr Lexicon between 31st October and 4th November 2018. The Festival was curated by Dr Hilary Kenna, lecturer in Design & User Experience at IADT. Motyf is an International Symposium and Media Art Exhibition on the current and future forms of interactive and motion typography expressed through art, design, space and technology. The theme of the Festival was 'Virtual Types—Future Forms of Typography'. The keynote address was delivered by David Small, Creative Director of Small Design Firm USA. In addition to the international symposium, there were practical workshops held on IADT's campus led by a host of international speakers and over 100 students from Germany, Poland and Ireland took part. On 1st November 2018, IADT Motyf Exhibition was launched and featured over fifty works by Irish and international student designers including augmented reality books, typography games and boundary-pushing interactive art.

5.2.4 European Research/Development Projects

DisAbuse

The DisAbuse project is a two-year Erasmus+ project, with which Marian McDonnell and Dr Irene Connolly from the Department of Technology & Psychology were involved. The five partners in the project, from four European countries, were: The Anti-Bullying Centre, DCU (Ireland); Fondazione Mondo Digitale (Italy); ICSTE-IUL, Instituto Universitário de Lisboa (Portugal); IADT (Ireland); UM-The University of Murcia, (Spain). DisAbuse is an educational programme designed to tackle disablist bullying, involving the development of online instructional tools. The project produces teaching and learning materials, providing a course that is supported by multimedia tools and further constructivist activities for young people and adults with Special Educational Need and or Disability (SEN/D). An online course with six separate lessons were designed and translated from English into Italian, Spanish and Portuguese. All materials are available on the website www.Disabuse.eu. The DisAbuse project will be completed in October 2019.

5.2.4 European Research/Development Projects (Cont'd.)

GS-CAPS Project

The Graduate School for Creative Approaches to Public Space (GS-CAPS) is a project led by Marion Hohlfeldt, Rennes 2 University. Dr Maria Parsons, lecturer in IADT's BA (Hons) English, Media & Cultural Studies is also involved with this project. The GS-CAPS project aims to tighten the links between training and research at higher education level. It aims to establish dynamics between universities, schools and partners with a focus on specific topics. It will serve as an incubator for projects, as a site for experimentation, and as a place for encounters where joint actions will be developed with a view to effective social transformation. The partners in this project include; Bauhaus University, Weimar (Germany), Concordia University, Montreal (Canada), Goldsmith University of London (UK), IADT, Oslo National Academy of the Arts (Norway), Leuphana University, Lünburg (Germany), Swinburne University, Melbourne (Australia), University of Arts Poznan (Poland), University of Barcelona (Spain), University College Cork (Ireland), Texas State University (USA) and CREA 2S International Network.

RefugeesIN – Erasmus+

The aim of RefugeesIN is to offer an innovative cinema-based pedagogic tool kit to professional staff working with refugees and asylum seekers. Teachers and trainers use cinema to help encourage intercultural dialogue, combat discrimination and promote social inclusion.

The final evaluation of RefugeesIN was received from the lead partner from Portugal 'Aidlearn' on 8th April 2019. IADT are pleased to report RefugeesIN recorded a high score of 89 out of 100 and was deemed to have achieved its objectives in line with the priorities chosen set out in the original proposal. The partners on the project included: IADT, Ireland; Greek Council for Refugees, Greece; Hamburger Volkshochschule, Germany; Centra Studi Citta Di Foligno Association, Italy and Third Age University, Slovenia. IADT worked with participants from the Direct Provision Centre, Mosney and Cultur. At the beginning of the academic year 2018/19, and throughout the project, an interdisciplinary team involving staff and students from the Faculty of Film, Art and Creative Technologies, the Faculty of Enterprise and Humanities, and the Directorate of Creativity, Innovation and Research worked on the project which ended in November 2018.

5.2.4 European Research/Development Projects (Cont'd.)

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Creative Technologies, the Faculty of Enterprise and Humanities, and the Directorate of Creativity, Innovation and Research worked on the project which ended in November 2018.

TREND – Erasmus+

The aim of the EU+ project TREND is to provide refugees and asylum seekers arriving in Europe with entrepreneurial ICT education, skills and training via an online platform and responsive smartphone web App. The idea is to help transform refugees and asylum seekers from job seekers to job creators. Partners on TREND include: Foreningen Mikrofinans Norge (lead partner), Norway; The Academy of Entrepreneurship (AKEP), Greece; EPS Jemappes, Belgium; KulturLife, Germany and IADT. During the academic year 2018/19 and interdisciplinary team involving staff from the Department of Psychology and Technology, the Faculty of Enterprise and Humanities and the Directorate of Creativity, Innovation and Research continued to work on the project which is scheduled to end in September 2020.



5.2.5 FÍS Initiatives

FÍS Film Projects

The FÍS Film Project is a Department of Education and Skills (DES) national initiative managed by IADT's FÍS Office in partnership with the Professional Development Service for Teachers - Technology in Education Dept. (PDST TiE). FÍS is a successful film project that continues to thrive in primary schools across Ireland. The initiative encourages children to explore the medium of film in the primary classroom, developing essential skills in focused creativity, moving-image literacy, communication, critical thinking, problem solving, teamwork and visual arts. FÍS is the longest running project of its kind (officially launched in 1999/2000) and is cited in the Department of Education & Skills Digital Strategy for Schools 2015–2020 as an exemplar for the creative use of technology in primary education.

Funding was received to re-design and redevelop the FÍS website. As part of the process, a new suite of teacher resources was created for animation making and existing live-action resources were updated. Teaching resources available on the FÍS website also include a technical guide, teachers' perspectives area including good practice in the classroom

content and many examples of films made in Irish primary schools. All resources are available via an online e-learning authoring tool and are dynamic, interactive, open educational resources (OER's).

FÍS Film Awards

The 14th November 2018 marked the 14th anniversary of the prestigious national FÍS Film Awards Ceremony. Almost 1,000 attendees saw awards being made in a wide variety of categories including: Comedy, Acting, Storytelling, Adaptation, Animation, Special Effects, Direction, Costume, Editing, Production, Cinematography, Sound, Best Newcomer, Best Junior Class, Production and Curriculum Relevant films. RTE's, Sinead Kennedy hosted the ceremony which took place at the Helix Theatre in Dublin. Special Guest, Dr Annie Doona, Chair of Screen Ireland and President of IADT presented the prestigious Aileen Mac Keogh Film of the Year 2018 to St. Gerard's Junior School, Bray, County Wicklow for their film 'When you Wash upon a Star'.

MA in Broadcasting for TV & Radio Production students from the National Film School at IADT were responsible for the filming and live broadcasting of the ceremony. The filming and broadcasting the FÍS awards is a practical production activity embedded in the MA





FÍS Film Awards (Cont'd.)

programme and continues to provide a very positive hands-on, industry relevant, networking and learning experience for students.

Undergraduate students from IADT's BA (Hons) Film & TV Production provided the roaming crew production, while students from the BSc (Hons) in Creative Technologies provided operational assistance in the professional outside broadcast unit for this multi-camera event.

The ceremony was live streamed via the FÍS project website, courtesy of Ireland's National Education & Research Network, www.HEAnet.ie and Dublin City University ISS and had 600+ unique views. The FÍS Film project and annual awards are funded by the Department of Education & Skills via the Professional Development Services for Teachers - Technology in Education.

The 2018 Film of the Year winners, St. Gerard's Junior School, were invited to visit the NFS for a tour of IADT's state-of-the-art TV studio and treated to a hands-on practical experience of the facilities, equipment and processes. They directed, produced, acted and recorded their very own life-style talk show in the



professional studio setting. Pupils from St. Gerard's were also treated to a pre-launch tour of a 3D Design and Modelmaking exhibition, 'The Tide is Turning'. The exhibition was a unique waste prevention and environmental education showcase of largescale 3D sculptures made from up-cycled materials collected by An Taisce Clean Coasts volunteers.

Houses of the Oireachtas collaboration

In April 2019, a special category call 'Dáil 100' for the 2019 FÍS Film Awards competition was announced by the Houses of the Oireachtas and IADT's FÍS Film Project. The call encouraged schools to make films that commemorate the anniversary of the first Dáil, celebrate its legacy and educate themselves and others about parliamentary democracy. A primary goal of the collaboration was to encourage young people to connect with their Parliament, participate in the film-making process, learn new skills and mark the centenary in an imaginative and creative way. A significant number of special category entries were received by FÍS and three were shortlisted. The winner of the Dáil 100 special category call will be announced in November 2019 at the 15th annual FÍS Film Awards ceremony. The Houses of the Oireachtas sponsored the special category call.



Collaboration with Dún Laoghaire Rathdown Libraries

For Cruinniú na nÓg 2019, the national day of creativity, FÍS invited children from a local school to participate in an App Smash workshop at the Deansgrange Library in South County Dublin. The App Smash involved a fast-paced and hands-on intro to using green screen technology, learning how to make a movie trailer and becoming familiar with two apps that facilitate that. The aim was to spark an interest with young children (aged 10/11) to learn more about film-making and the use of creative technologies

The workshop and subsequent 'show and tell' events were a collaboration between the IADT's FÍS Office and Dún Laoghaire Rathdown Libraries, funded under the Department of Arts, Heritage & Culture's Creative Ireland programme. Students from IADT's BSc (Hons) in Applied Psychology, BA (Hons) in Design for Stage & Screen and BA (Hons) in Film & TV Production facilitated the App Smash Workshops.



5.3 External Development Links

Memorandum of Agreement with Dundrum College of Further Education (Jun. 2019)

On 12th June 2019, a formal Memorandum of Agreement was signed by Dr Annie Doona, President IADT, and Michael Foley, Principal of Dundrum College of Further Education. The partnership will provide the opportunity to explore ways to encourage and provide clear progression channels for Further Education College graduates to participate in IADT's Level 7 programmes. The signing of the MoA was witnessed by Cllr. Cormac Devlin.

Erasmus+ Student Exchanges

During 2018/19, twenty-four Erasmus students came to study in IADT from countries including: France (9), Finland (4), Germany (3), Italy (3), Czech Republic (3), Belgium (1) and Poland (1). Areas of study included: Animation, Art, Visual Communication Design, Film and Television Production, Photography, Applied Entrepreneurship, Arts Management and English, Media and Cultural Studies.

Erasmus+ Student Exchanges (Cont'd.)

During 2018/19, a total of eighteen IADT students went abroad to study as follows: Finland (3), Hungary (3), Spain (3), UK (3), Czech Republic (2), Germany (2), Iceland (1) and Latvia (1). Areas of study included: Art, Film and Television Production, Photography, Production Design, Creative Computing, Entrepreneurship and Management, and English, Media and Cultural Studies.

A total of nineteen Erasmus traineeships took place during the academic year from programmes of study such as: Art, Animation, Film and TV Production, Entrepreneurship and Management, Arts Management, Digital Marketing and Sales (Springboard) and Applied Psychology to the following destinations: Germany (6), France (5), UK (3), Italy (2), Malta (1) and Spain (1). Of the nineteen traineeships, eight were carried out by recent IADT graduates.

Erasmus+ Staff Exchanges

During 2018/19, eleven staff exchanges took place from programmes such as Animation, Art, Design for Stage and Screen, Film and TV Production, Design, Computing, English, Media and Cultural Studies and New Media Studies to the following destinations: Estonia (4), Finland (2), Poland (2), France (1), Germany (1) and Spain (1).

Erasmus+ International Credit Mobility

During 2018/19, IADT continued its partnership with George Brown College (GBC) in Canada and the Northern Arctic Federal University (NArFU) in Russia. In addition, Erasmus projects/partnerships commenced with Yerevan State Academy of Fine Arts (SAFAA) and Yerevan State Institute of Theatre and Cinematography (YSITC) in Armenia and Sumy State University (Ukraine). These projects are ongoing until July 2020 and entail a total of sixty-nine staff and student mobilities.

Irish Delegation to Canada

The Head of Creative Engagement, Jessica Fuller, and the Head of Department of Film and Media, Rónán Ó Muirthile, participated in a visit by a delegation from Ireland to Canada. IADT's participation in the delegation was to focus on the Animation industry in Canada, and to explore opportunities for Ireland and, in particular, for IADT in this area. The visit included a meeting with Sheridan College, with a view to developing a postgraduate programme in Animation in partnership with Sheridan College, Canada's most prestigious education provider in the animation area. Approximately seventy IADT alumni work in the animation industry in Canada.

Sheridan College Canada

In January 2019, IADT was awarded €21K through the International Mobility Fund to continue working with Sheridan College, Canada, towards the development of a joint MA in Animation. In February 2019, Sherra Murphy and Damian Byrne (lecturers in the Faculty of Film, Art & Creative Technologies) visited Sheridan College to further this collaborative work. In March 2019, a team from Sheridan College visited IADT's campus and, in addition, attended the Dingle Animation Festival at which IADT students were winners in three of the major award categories.

George Brown College Canada

On 25th February 2019, IADT hosted a visit by Prof. Lynn Buckerfield from George Brown College, Ontario Canada to continue work towards a joint GBC and IADT programme in the area of Entrepreneurship.

Huanghuai University Visit

On 21st February 2019, IADT hosted a visit by a delegation from Huanghuai University in China to discuss possible programme opportunities with IADT.

Sumy University Visit

On 25th February 2019, IADT hosted a delegation from Sumy State University Ukraine as part of the ALIGN Erasmus-funded project. It is hoped to work with Sumy State University on a project to develop a 'one-stop' online platform for students which would streamline and digitise processes such as applications for deferrals, and enhanced access to online student records.

Ambassador of Morocco Visit

On 4th March 2019, Dr Annie Doona hosted a visit from the Ambassador of Morocco to discuss potential staff and student projects with IADT.

5.4 Enterprise Development

5.4.1 Media Cube

During 2018/19, the Media Cube continued to support the creation of high potential start-up companies and enjoyed full occupancy during this period. The Media Cube had a number of significant success over the year, including:

- **Thinscale Technology Ltd.:** CEO Brendan Kiely and his team won the Best Emerging Company award at the TechIreland Awards in November 2018. Thinscale Technology Ltd. was also ranked no. 15 at the Deloitte Fast 50 Awards 2018.

5.4 Enterprise Development (Cont'd.)

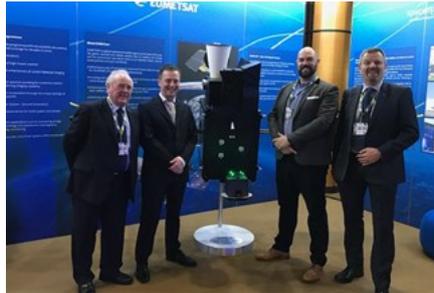
5.4.1 Media Cube (Cont'd.)

- **Drones Consultants Ireland:** Founder, Ian Kiely was selected to participate in the Technology Transfer programme with the ESA Space Solutions Centre Ireland. This programme is funded by the European Space Agency and Enterprise Ireland, and is led by the Tyndall Institute in Cork. Drones Consultants Ireland are one of only three companies in Ireland to have been selected to participate in this prestigious programme and received a contribution of €50K from the European Space Agency. In addition, Drone Consultants Ireland's won the European Satellite Navigation Competition 2018 held in December 2018. Their winning entry entitled 'Jack in the Box' was a self-sustaining aircraft deployable drone system that can be parachuted to remote and inaccessible locations, supplying flight bursts of 10 continuous hours for up to 500 expedition hours, having applications in search and rescue, environmental and disaster scenarios.

5.4.2 New Frontiers

The New Frontiers Programme is a partnership programme between IADT and the Technological University of Dublin, Grangegorman (formerly Dublin Institute of Technology) with the latter acting as the lead partner. The programme is funded by Enterprise Ireland. The New Frontiers Programme is regarded as the leading enterprise development programme in Ireland. It aims to fast track the growth of innovative businesses which have the capacity to scale internationally. IADT has a particular focus on the digital media and creative technologies sectors.

A total of sixty start-up companies participate in Phase 1 of the New Frontiers programme annually, thirty of whom are based in the Media Cube. Thirty participant companies progress to Phase 2 of the programme, which offers additional financial support of €15K per participant. Several of the successful New Frontiers companies are now client companies in the Media Cube. They include GladCloud, Smart PMO, the Convex Lens and Drone Consultants Ireland.



5.4.2 New Frontiers (Cont'd.)

Notable successes include:

- **Ambr Eyewear** who won the overall award for Leading Entrepreneur at the William Fry sponsored New Frontiers Showcase for 2019. The Dún Laoghaire-based company produces a range of beautifully designed, blue light blocking glasses for computer users Their glasses are sold around the globe. Founders, Dan Nugent & Sacha Cahill featured in the Sunday Independent's "30 under 30: The Best and the Brightest of Ireland's rising Business Stars".
- **Compensave:** Bebhinn Sheridan, BA (Hons) in Psychology student, participated on the New Frontiers Programme with her fintech start-up "Compensave". The company developed an innovative gaming app to promote saving among students. Compensave went on to win the Accenture Leaders of Tomorrow Award.
- **Equine MediRecord** have simplified medical record compliance for the equine industry. The founders, Pierce Dargan and

Simon Hillary, won a Bronze in the Agritech category of the National Start-up Awards in 2018, as well as being finalists in the Irish Times Innovation Awards.

5.5 Events & Achievements

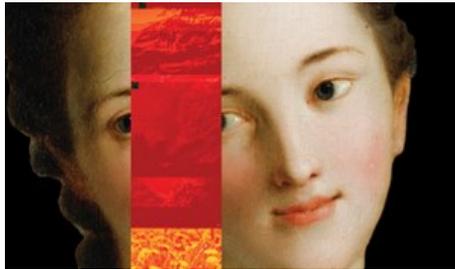
NFS Lecture Series – Frank Langella

On 25th October 2018, the National Film School at IADT, in association with Screen Ireland, welcomed theatre and film legend, Frank Langella to deliver a public lecture on the craft of acting and his career. Frank Langella has received multiple Tony and both Academy Award and Golden Globe nominations, and his credits include 'Dracula' and 'The Americans'.

Hour of Code (Dec. 2018)

IADT participated in the Hour of Code during Computer Science Week, from 4th to 10th December 2018. Secondary school students were invited to IADT to participate in a one-hour introduction to computer science. The Hour of Code is a global movement reaching over 100 million students in over 180 countries.





5.5 Events & Achievements (Cont'd.)

IADT-RIAM Opera (Jan. 2019)

IADT's BA (Hons) in Design for Stage & Screen students collaborated with the Royal Irish Academy of Music (RIAM) on the production of 'Banished'. The opening night of the opera, on 15th January 2019, was attended by President of Ireland, Michael D. Higgins and was staged in the atmospheric East Wing of Kilmainham Gaol. IADT's students of BA (Hons) in Design in Visual Communication also contributed to the production, designing the visual identity, programme and posters for the event. The stage setting, costumes and make-up for the opera were provided by IADT's BA (Hons) in Design for Stage & Screen students.

International Women's Day Events (Mar. 2019)

IADT celebrated International Women's Day (IWD) on 8th March 2019 by holding a number of events on campus. Highlights of the day included the IWD Elite Panel, which consisted of three elite female guests who took part in a panel discussion and Q&A session. The guests were: Gillian Pinder (Irish Women's Hockey Team – World Cup Silver Medallist), Chloe Turner (Principal Dancer with Riverdance 2008-

2018 and Co-Founder of KILOGear), and Paula Mee (Accredited Dietician and Best-selling author of 'Gut Feeling').

IADT Enterprise Week (Mar. 2019)

Enterprise Week took place on campus between 11th and 15th March 2019, with events including: motivational talks from Ben Forsyth (former Pro MMA fighter and founder of 8th Corner Café), a 'fireside panel' on female entrepreneurship featuring Fiona Snow (of CombiMark) and Martha Gilheaney (from 'The Looking Glass'), as well as presentations from the Patents Office on trademarks, copyright and intellectual property, and Peter Conor (Bullet) on the topic of the Future of Work.

Regional Final of the Foróige NFTE Competition (Mar. 2019)

IADT hosted the regional final of the Foróige Network for Teaching Enterprise (NFTE) competition on 12th and 13th March 2019. Mentoring clinics were provided, courtesy of Dún Laoghaire Local Enterprise Week. IADT's students hosted a range of stalls selling products on campus and the week concluded with students pitching their business ideas at a Dragon's Den style event.



5.5 Events & Achievements (Cont'd.)

Joyce Day (Apr. 2019)

Students from the Faculty of Enterprise & Humanities lead the Joyce Day celebrations at IADT on 9th April 2019. The day's events included: a guest talk by Prof. Sylvie Mikowski (Université de Reims Champagne-Ardenne) on 'A French Perspective on Irish Literature', the screening of 8mm/16mm silent films, Joyce Day High Tea and Joycean Costume Competition as well as a Joyce Day Quiz.

Young Women in Technology Summer Camp (Jun. 2019)

A three-day Young Women in Technology camp for girls from 3rd to 5th years of secondary school was held in IADT from 12th to 19th June 2019. Participants in the camp explored different creative technologies and engaged in a range of activities such as digital storytelling, creating games and programming robots. In addition, workshops included Critical Thinking and Problem Solving, Creative Coding using the Processing Language, Games Development and Sphero Robotics and Problem Solving. The Summer Camp was funded by the Higher Education Authority to the value of €5K.

Creative Arts Summer School (Jun. 2019)

The Creative Arts Summer School was held on campus from 24th to 29th June 2019. Ten creative arts workshops were offered, covering topics such as Portfolio Preparation, Performance, Experimental Archaeology, Introduction to Architecture, Irish Painting, Make-Up for Stage and Cinema, Animation and Drama. In addition, information on entry requirements, grants, course options, student supports and creative arts career guidance was offered to participants. The Creative Arts Summer School is funded by the Department of Education & Skills Progression for Access to Higher Education (PATH) fund and is a collaboration between the National College of Art and Design, Trinity College Dublin, Marino Institute of Education, University College Dublin and IADT.



5.6 Marketing

The Marketing Office leads and implements an integrated marketing strategy and actively promotes the breadth and depth of courses, and highlights the student experience

Key Achievements during 2018/19:

- IADT Awareness campaign: Launched through the line awareness campaign as a result of Red C research findings (Key Insight: 36% spontaneous awareness—Red C Poll | April 19). The Campaign targeted Southside and DART commuters and was supported by an extensive digital media campaign. IADT Open Days featured as part of the campaign, which was supported by Phase 2 of IADT’s digital campaign, funded by the Higher Education Authority to the value of €5K.
- Postgraduate Campaign: Launched in February 2019 across all social and digital channels promoting Open Days and Open Evening events. The campaign reach was: 37,049 Facebook, 24,211 Instagram and 22,108 Twitter. The campaign resulted in a 32% increase in applications for Postgraduate courses.

- New Futures Page: a new home page on IADT’s website was launched in January 2019, featuring student and graduate stories, news items and student projects. The launch resulted in 22,477 unique views, with a 16% year-on-year increase.
- Events: The Marketing Team delivered 42 events throughout the year including: Open Days, Taster Days, Higher Options, Student Exhibition and Postgraduate recruitment events.

5.7 Campus Initiatives/Developments

New Digital Building

In November 2017, IADT’s Digital Media Teaching Building was included in eleven projects identified for funding as part of a €200 million Public Private Partnership (PPP) Programme for the higher education sector. The building will provide space to support and grow creative, digital and technological programmes, as well as providing a 600 seater campus restaurant and informal learning spaces. When completed in 2022/2023, the building will provide for an anticipated growth

New Digital Building (Cont'd.)

in numbers in the region of 590 students. During 2018/19, meetings were held with the appointed PPP Project Team and work progressed on the design for the building and its environs.

In July 2019, a planning application was submitted to Dún Laoghaire-Rathdown County Council.

Minor Works

During the ten-week summer period in 2019, the following minor works were undertaken: reroofing of the Carriglea Building and installation of additional rain water outlets; the creation of a new 40 seater computer lab; the creation of a new Visual Communications studio; the installation of a sound-proof door to the Pro-Tools room; the installation of new access control and assisted opening devices on both the Atrium and Carriglea buildings; the redecoration of two computer labs, and the laying of new floor coverings in two studios and the SU Chapel. In addition, tables in the student canteen were retrofitted with new tables tops, and new chairs were purchased for the student

restaurant in a co-purchase arrangement with the restaurant operator. From a sustainability perspective, new energy efficient boilers were installed in Carriglea and new LED lighting with presence-based controls were installed in both the 40 seater computer room and Visual Communications studio, along with room-wide “kill” switches to turn off all equipment at the end of the day.

National Film School

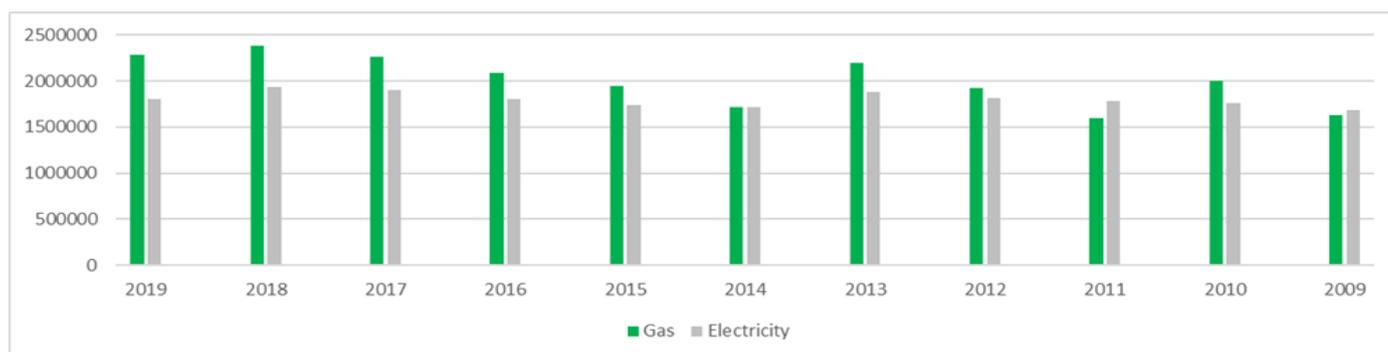
During 2018/19, the National Film School engaged with a number of external partners on educational projects linked to the NFS programmes. Students were provided with the opportunity to work alongside industry professionals. External companies that availed of the NFS facilities included: Screen Skills Ireland, Modern Green Ltd. and Waiting Tables Productions Ltd.

5.8 Energy Management Report

Energy Awareness Campaign

During 2018/19, IADT renewed its partnership with OPW Optimising Power at Work (a state-wide staff energy conservation campaign). The

Energy Use kWh	2019	2018	2017	2016	2015	2014	2013	2012	2011	2010	2009
Gas	2286567	2379600	2266009	2090151	1949765	1720395	2202143	1921221	1600379	1996718	1632136
Electricity	1809565	1939692	1905654	1800975	1736304	1721298	1885562	1812206	1788057	1763645	1683328



Energy Awareness Campaign (Cont'd.)

OPW team will provide expert consultancy support in the following areas: energy awareness campaigns and energy monitoring.

Sustainability Campaign

During the academic year 2018/19, building on the success of the Keep Cups, IADT made a decision to introduce the 16oz Keep Cup in addition to the existing 12oz Keep Cup. Approval was also given to change the method of promoting reusable cup usage — from the beginning of the academic year 2019, each incoming new first year student would be given a complimentary Keep Cup. A decision was also made to offset this cost by selling the Keep Cups at cost prices to staff and other students. In conjunction with this, IADT also agreed with the catering service provider to place a levy on the use of single-use beverage cups. During the academic year 2018/19, the Institute's catering service expanded the use of plant-based alternatives to plastic cutlery and food containers.

Energy Consumption

National tracking of energy consumption in the public sector is calculated in May each year for the previous calendar year, which leads to a misalignment with IADT's annual reporting cycle. The energy consumption for the calendar year 2018 showed a saving of 15.2% when mapped against the baseline year of 2009. However, this falls far short of the 33% saving required for the 2020 target. IADT continues to focus on upgrading lighting, lighting controls, boiler upgrades and building control systems in order to continue to achieve savings.

5.9 Safety Management

Health & Safety Committee

IADT's Health & Safety Committee acts as an advisory committee to the Executive and Management Teams (in accordance with the provision of the Safety, Health & Welfare at Work Act 2005) on all aspects of safety, health and welfare, relating to staff, students, visitors and contractors.

5.9 Safety Management (Cont'd.)

Health & Safety Training

During the academic year 2018/19, relevant staff members attended the following safety courses:

- CPR Training
- Fire Marshall Training
- Manual Handling Training
- Occupational First Aid
- Safe Pass Training

Fire Drills & Fire Alarm Activations

On 31st January 2019, fire drills were held in five campus buildings. The evacuation times for each building were as follows (2 minutes is the target evacuation time):

- | | |
|-----------------------|----------------------|
| - Atrium Building | 3 minutes 58 seconds |
| - Backlot Building | n/a* |
| - Carriglea Building | 2 minutes 33 seconds |
| - NFS Building | 3 minutes 12 seconds |
| - Quadrangle Building | 5 minutes 55 seconds |

* No classes were in progress during the time of the fire drill

During the academic year 2018/19, a total of thirteen fire alarm activations occurred, none of which required the attendance of the fire brigade.

Statutory Accident & Incident Reporting

During the academic year 2018/19, a total of six accidents occurred on IADT's campus. All of the injured parties were treated onsite, except for one who required attendance at A&E but did not necessitate reporting to the Health & Safety Authority.



6 Personnel

6.1 Staff Numbers

The figures below are based on Whole Time Equivalent (WTE) calculations and include self-funded posts as at 31st September 2019:

Staff Category	2018/19
• Academic	117
• Management, Administrative & Library	49
• Student Services	6
• Technical Support	13
• Non-Technical Support	<u>10</u>
Total	195

In 2009, the Government implemented the Financial Emergency Measures in the Public Interest (No.2) Act, which provided for an employment control ceiling for IADT. For the year 2018/19, the ceiling for IADT was 191.6 WTEs in respect of core funded posts.

6.2 Equality & Diversity

6.2.1 Athena SWAN Ireland

In 2017/18 an Athena SWAN Self-Assessment Team was established, chaired by the Dr Andrew Power, Registrar and Vice President for Equality and Diversity. The Athena SWAN Charter was established in

2005 to encourage and recognise commitment to advancing the careers of women in science, technology, engineering, maths and medicine in higher education and research. The Athena SWAN Self-Assessment Team was charged with both the assessment of the Institute, and the preparation of the Institute's submission to AdvanceHE for the award of Bronze certification under the Athena SWAN programme.

As part of IADT's Athena SWAN Bronze Award application process, the Institute engaged Investors in Diversity to carry out a staff survey in May 2018. The survey was carried out as part of the Institute's commitment to diversity and to a workplace where all staff are treated fairly. Following receipt of the report on the survey, a series of events and talks was organised for IADT's Staff Development Day which took place on 30th October 2018. The theme of the day was 'Gender and Diversity' and workshops offered included: Women in Leadership, Family Friendly Policies, Mutual Respect, Consent workshops and Unconscious Bias workshops. Attendance at a number of these events was compulsory for staff members.

6.2.1 Athena SWAN Ireland (Cont'd.)

As part of the preparation for IADT's Athena SWAN Bronze Award Application, the Athena SWAN Self-Assessment Team took part in an 'away day' on 13th December 2018.

On 15th January 2019, Niamh Clifford took up her post as the Equality, Diversity & Inclusion Manager to co-ordinate the Institute's Athena SWAN Bronze Award application. The application was submitted to AdvanceHE on 30th April 2019.

Throughout 2018/19, IADT remained an active participant in the Aurora programme, and during this period a further two members of staff completed the programme. Aurora is an innovative leadership development training programme. It aims to encourage women in academic and professional roles to think of themselves as leaders, to develop leadership skills, and to help institutions like IADT optimise the leadership potential of our female colleagues.

6.2.2 Gender Statistics as of 31 August 2019

The issue of gender equality is of prime importance to IADT. The Institute recognises that across the higher education sector, women are under-represented and that they may face a

range of specific issues, including conscious and unconscious bias, sexism, additional responsibilities as carers and inappropriate behaviour. IADT has publicly stated a commitment to a diverse campus, to promote opportunities to all and to targeted intervention, specifically around gender equality.

IADT seeks to promote a work environment, which is free from discrimination on the grounds of gender, marital status, family status, religious beliefs, sexual orientation, disability, age, race or membership of the traveller community. IADT has committed and well-qualified and dynamic staff members who understand and share the vision and mission of the Institute.

IADT's staff members are essential in realising the vision and mission of the Institute. Their positive and professional interactions and engagements around gender equality with a range of stakeholders, internally and externally, will determine the continued success and development of the Institute. IADT has been actively promoting the issue of gender equality both in terms of staffing and in supporting student events, e.g. the Young Women in Film annual event. Good progress has been made in terms of staff numbers in higher positions across the Institute. The gender breakdown within the Institute is shown in the diagrams overleaf.

6.2.2 Gender Statistics as of 31 August 2019 (Cont'd.)



Governing Body

Female **47%** Male **53%**
 Female **9** Male **10**



All Staff Members

Female **52%** Male **48%**
 Female **102** Male **93**



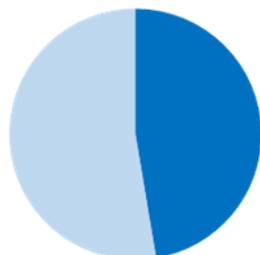
Executive Team

Female **50%** Male **50%**
 Female **3** Male **3**



Academic Staff Members

Female **46%** Male **54%**
 Female **54** Male **63**



Management Team

Female **47%** Male **53%**
 Female **9** Male **10**



Professional, Management & Support Staff

Female **62%** Male **38%**
 Female **48** Male **30**

6.3 Staff Achievements

6.3.1 Non-Faculty Staff Members

Dr Anne Doona

- Was an Athena SWAN Panel Member for the assessment of 3 UK Universities on 11th September 2018.
- Acted a Chair of a Quality Review of Brno University of Technology in the Czech Republic from 20th to 23rd October 2018.
- Acted as Chair of a Programmatic Review Panel for Griffith College Dublin on 7th December 2018.
- Was appointed Chair of THEA for 2019 from 1st January 2019.
- Acted as Chair of the HEA Higher Education Summit on the Future of Work on 10th January 2019.
- Participated in a podcast for the Law Society on Gender in Higher Education on 1st February 2018.
- Spoke at the IWD event for Business Women at the invitation of Mazars on 8th March 2019
- Was a Panel Speaker on Women in Higher Education in TCD on 15th May 2019.
- Was a Speaker at the Irish Film Institute 'Spotlight on Women in Film' event in the IFI Dublin on 30th May 2019.
- Was a Panel Member of a Women in Film & Television Ireland discussion at the Galway Film Fleadh Gender on 14th July 2019.

Dr Andrew Power

- Chaired the National Athena SWAN Steering Committee.
- Served as a judging panellist for the International Undergraduate Awards in the category Art History and Theory.
- Elected as a member of the Committee of Royal Dublin Society.
- Elected to the Board of the United Arts Club.
- Served as Vice Chair of the Ethical, Political, Legal and Philosophical Studies Committee of the Royal Irish Academy.
- Served as a mentor for the organisation, Girls in Tech.
- Nominated by THEA to the QQI Consultative Forum.

Dr Andrew Power (Cont'd.)

- Nominated to the Audit Committee of the National Museum of Ireland.
- Launched the publication 'Inclusive Assessment and Feedback: Universal Design Case Studies from IADT and UCD' in University College Dublin.
- Appointed by the Minister of State for Higher Education to the Expert Advisory Group to develop 'the Framework for Consent in Higher Education Institutions'.
- Appointed Chair of the Rapid Response Group established by the Minister of State for Higher Education.

6.3.2 Faculty of Film, Art & Creative Technologies Staff Members

Dr Irene Connolly

- 'Introducing Disabuse: Staying Safe Online' delivered at the Psychological Society of Ireland Annual Conference in Wexford in November 2018.
- Delivered a workshop on Disabuse and Disablist Bullying at the World Anti-Bullying Forum in DCU in June 2019.
- 'Creating Appropriate Instructional Applications for Users with Intellectual Disability' delivered at the 15th International Conference of the

Association for the Advancement of Assistive Technology in Europe in Bologna, Italy in August 2019.

Dr Maeve Connolly

- Public conversation with the author, Sue Rainsford at the Kevin Kavanagh Gallery, Dublin on 3rd April 2019.
- Introduced the screen of 'Ireland: Behind the Wire (Berwick Street Film Collective 1974) at the Irish Film Institute, Dublin on 25th April 2019.
- Public conversation with Dr Isobel Harbison is an art critic, an art historian and Lecturer (Critical Studies) in Art, in the Art Department at Goldsmiths.

Dr Mark Curran

- 'Financial Capital Represented— Representing Financial Capital' delivered at a roundtable public event of Global Finance Industry members and visual artists in St. Helier, Jersey, UK in October 2018.
- 'Why Exhibit? Positions on Exhibiting Photographies' delivered at a roundtable public event/publication launch at the Institute Finlandais, Paris, France in November 2018.

Mark Joyce

- Solo exhibition entitled 'Solas Salach/Dirty Light' in the Green On Red Gallery, Dublin from 17th October to 24th November 2018.

Marian McDonnell

- 'Introducing Disabuse: Staying Safe Online' delivered at the Psychological Society of Ireland Annual Conference held in the Clayton Whites Hotel, Wexford from 8th to 10th November 2018
- Delivered a workshop on Disabuse and Disablist Bullying' at the World Anti-Bullying Forum which was held in DCU from 4th to 6th June 2019.
- 'Creating Appropriate Instructional Applications for Users with Intellectual Disability' delivered at the AAATE 2019 Conference in Bologna, Italy from 27th to 30th August 2019.

Nicola Fox Hamilton

- 'Why do we fall for scams: Lessons from Cyberpsychology' delivered at the EU Cyber Summit in the Helix, DCU on 24th October 2018.
- 'Are we getting close? A debate on intimacy in the digital age' delivered at the

Science Gallery, Dublin on 17th January 2019.

- 'How do dating platforms decide whom I date?' delivered at the Aha Festival for Science and Knowledge in Lucerne, Switzerland on 26th January 2019.

Matt Skinner

- 'Circus Born' - a Feature Documentary on Fossetts Circus as part of the Circus 250 held in the Irish National Gallery from 9th June to 14th October 2018.

David Smith

- Received four nominations in the Visual Communications and Structures and Spaces categories of the Institute of Designers Ireland Annual Design Awards on 29th January 2019.
- Commended in the Exhibition Design category and received both the Printed Book Design and Use of Typography in Design Awards for his work on FREESPACE - 16th Biennale di Architettura at the IDI Awards 2019.
- Continued as a member of National Design Forum and acted as an Education and Industry representative advising Department of Business Enterprise & Innovation on Creative Industries.

David Smith (Cont'd.)

- Received four four nominations in Visual Communication Design at the Institute of Designers Ireland Annual Design Awards in January 2019. He was awarded a Commendation in the Exhibition Design category and received the overall awards for Printed Book Design and Use of Typography in Design Awards for his work on *FREESPACE - 16th Biennale di Architettura* at the IDI Awards.
- During 2018/19, talks and lectures delivered included: Communicating Architecture, Venice (October 2018) – FREESPACE and the Identity for 16th Venice Biennale of Architecture; and What We Talk About, When We Talk About Irish Design? Panel discussion hosted by Creative Ireland that asked how relevant is the country of origin in a globalised world, OFFSET, 2019 Design Conference.

During the academic year 2018/19, a number of staff members in the Faculty of Film, Art & Creative Technologies had publications, including:

Dr Irene Connolly
Dr Maeve Connolly
Dr Mark Curran
Nicola Fox Hamilton
Marion McDonnell

6.3.3 Faculty of Enterprise & Humanities Staff Members

Dr Sarah Balen

- 'Dublin, Tourism & the Video Poem' delivered at the Serial Tourist: Loisirs, Tourisme et Touristes conference at the Université de Lille, France on 2nd November 2018.
- 'Re[p]laying Voices from the Margins: Peter Sirr and the Troubadours of Twelfth-Century France' delivered at the AFIS Conference (Association of Franco-Irish Studies) in the Université de Lille, France on 25th May 2019.
- 'Finding Common Ground: Peter Sirr's Critical and Poetic Practice' delivered at the International Association for the Study of Irish Literature Conference at Trinity College Dublin on 23rd July 2019.

6.3.3 Faculty of Enterprise & Humanities Staff Members (Cont'd.)

Dr Josephine Browne

- 'Public Sector Entrepreneurship in a Post Recession Pre-Brexit Ireland' delivered at the ISBE in Birmingham, UK from 7th to 8th November 2018.
- Awarded Best Paper in Public Service/ Governance Category at the 2018 ISBE Conference in November 2018.
- Participated in the Eurofound Webinar on Platform Work in November 2018.
- Acted as an adjudicator for AdvanceHE in London, UK on 24th January 2019.
- Provided collaboration and information exchange for the Chartered Institute of Personnel and Development in April 2019.
- Provided equality, diversity and inclusion input for the Sandford Innovation Forum on 9th May 2019.
- Participated in the Age Alliance Event sponsored by Dún Laoghaire Rathdown County Council on 9th June 2019.
- 'Skeumorph Politics' delivered at the 14th Organisation Studies Workshop: Technology and Organisation' held in Mykonos, Greece on 25th May 2019.

- 'Fantasy User Interfaces, Digital Landscape and Cosmopolitan Law' delivered at the MAD Summer School at Escola Superior de Media, Artes e Design, Vila do Conde, Portugal on 12th July 2019.

Cormac Deane

- 'Bacteria, Dirt and Deviant Women' delivered at the Woman XXI: Woman and Gender Universes conference held at the Fundação Cupertino de Miranda, Porto, Portugal on 20th September 2018.
- 'The Political Fantasy of Landscape as Data Visualization' delivered at the International Conference on Landscape and Cinema conference held at the University of Lisbon on 4th December 2018.

Selina Guinness

- 'This Is Not My Voice' delivered at the Space, Place, Obligations symposium held in NUI Maynooth on 15th September 2018.
- Delivered a public reading of 'Winter Papers 4' with Kevin Barry and Wendy Erskine at Lanyon Hall, Queen's University Belfast on 8th November 2018.
- Guest writer for 'Arena' with Seán Rocks, RTÉ Radio One on 29th November 2018.

6.3.3 Faculty of Enterprise & Humanities Staff Members (Cont'd.)

Dr Díóg O'Connell

- Curated 'Sea Change' IADT: 21 years of art, film and animation held in dlr Lexion from 14th September to 21st October

Dr Catriona Kirby

- 'Translations and the politics of Irish language pedagogy' keynote speech delivered at the European Multilingualism: Shaping Sustainable Educational and Social Environment conference held in Arkhangelsk, Russia from 23rd to 24th April 2019.
- Academic consultant on a theatre production of 'A Portrait of the Artist as a Young Man', held at the Pavilion Theatre and nationwide during 2018.
- Editor in Chief of 'Proceedings of the International Conference on European Multilingualism: Shaping Sustainable Educational and Social Environment (EMSSESE 2019)' published by Atlantic Press.
- Academic expert on a discussion of James Joyce's novel 'A Portrait of the Artist as a Young Man' on The Book Show, RTÉ on 30th September 2018.

Dr Jenny McDonnell

- 'Not a persistent or substantial ghost': Walter de la Mare and Katherine Mansfield' at Reading Walter de la Mare, University of Cambridge, UK in September 2018.

Dr Díóg O'Connell

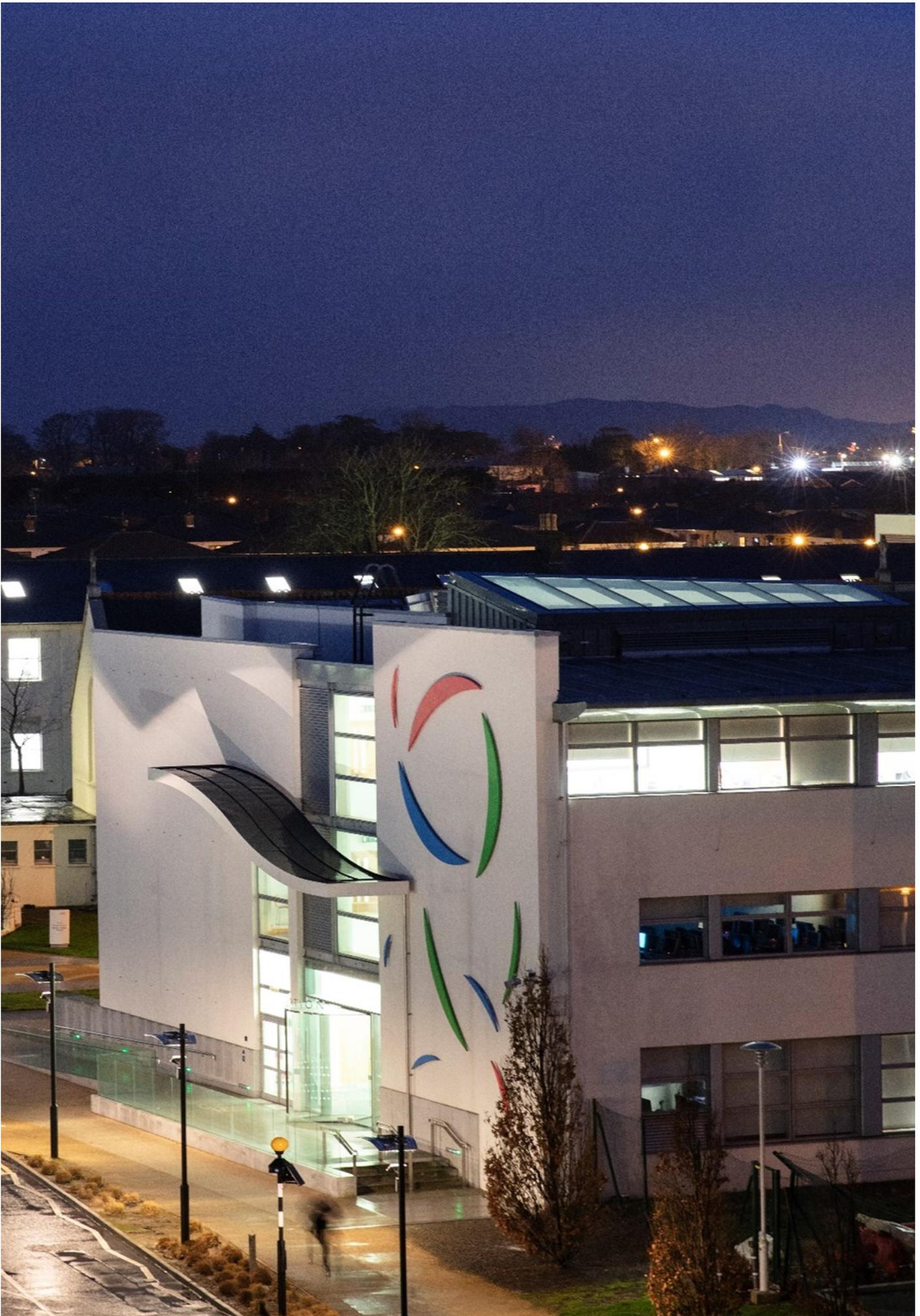
- Curated 'Sea Change' IADT: 21 years of art, film and animation held in dlr Lexion from 14th September to 21st October

Rebecca Roper

- Led successful collaboration with the Gaiety School of Acting and Bow Street Acting Studio Dublin, bringing student cohorts together to work on collaborative projects in Film and Media (2018/19).

During the academic year 2018/19, a number of staff members in the Faculty of Enterprise & Humanities had publications, including:

Dr Josephine Browne
Cormac Deane
Selina Guinness
Dr Caitriona Kirby
Dr Therese Moylan
Dr Díóg O'Connell
Dr Kevin Wallace



Dún Laoghaire Institute of Art, Design & Technology

7 Financial Reporting

7.1 Financial Report

The audited accounts were prepared in accordance with FRS102 and were certified without qualification by the Comptroller and Auditor General on the 12th May 2020. An abridged version of the financial statements for the year ended 31st August 2019 is set out below.

7.2 Abridged Financial Statements 2018/19

Statement of Comprehensive Income for the year ended 31st August 2019

	2019	2018
	€000	€000
Income		
State Grant	9,009	8,286
Tuition Fees	8,768	8,885
Amortisation of Deferred Capital Grants	1,956	1,813
Research Grants and Contracts	691	466
Student Support Funding Income Recognised	268	267
Interest Income	16	19
Deferred Pension Funding	4,956	4,868
Other Income	<u>1,364</u>	<u>1,235</u>
	<u>27,028</u>	<u>25,839</u>
Expenditure		
Staff Costs	15,360	14,768
Retirement Benefit Cost	4,956	4,868
Other Operating Expenses	5,942	5,048
Depreciation	<u>1,620</u>	<u>1,813</u>
	<u>27,878</u>	<u>26,497</u>
Operating (Deficit)/Surplus	<u>(849)</u>	<u>(658)</u>
Experience Loss on Retirement Benefit Obligations	(829)	(1,190)
Reduction in Pension Liabilities arising from Retirements in the Year	3,708	626
Changes in Assumptions underlying the Present Value of Retirement Benefit Obligations	<u>(10,783)</u>	<u>(337)</u>
Total Actuarial (Losses)/Gains in the Year	<u>(7,904)</u>	<u>(901)</u>
Adjustment to Deferred Retirement Benefits Funding	<u>7,904</u>	<u>901</u>
Total Comprehensive (Loss)/Income	<u><u>(849)</u></u>	<u><u>(658)</u></u>

The Statement of Comprehensive Income includes all gains and losses recognised in the year

Signed on behalf of the Governing Body



David Holohan
Chairperson



David Smith
President

Date: 6 May 2020

Date: 6 May 2020

Statement of Changes in Reserves and Capital Account for the year ended 31st August 2019

	Capital Account €000	Capital Development Reserve €000	Revenue Reserve €000	Total €000
At 1 September 2017	<u>39,771</u>	<u>0</u>	<u>8,622</u>	<u>48,393</u>
Operating Surplus	0	0	(658)	(658)
Allocated from Recurrent Grant	671	0	0	671
Allocated from Minor Works Grant	571	0	0	571
Allocated from Project Income	0	0	0	0
Amortisation in line with Asset Depreciation	(1,813)	0	0	(1,813)
Transfer between Reserves	<u>0</u>	<u>4,000</u>	<u>(4,000)</u>	<u>0</u>
Movement for the Year	<u>(571)</u>	<u>4,000</u>	<u>(4,658)</u>	<u>(1,229)</u>
At 31 August 2018	<u>39,200</u>	<u>4,000</u>	<u>3,964</u>	<u>47,164</u>
Operating Deficit	0	0	(849)	(849)
Allocated from Recurrent Grant	1,376	0	0	1,376
Allocated from Capital Grant	8	0	0	8
Allocated from Minor Works Grant	307	0	0	307
Allocated from Project Income	11	0	0	11
Amortisation in line with Asset Write-Down	(336)	0	0	(336)
Amortisation in line with Asset Depreciation	(1,630)	0	0	(1,620)
Transfer between Reserves	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>
Movement for the Year	<u>(254)</u>	<u>0</u>	<u>(849)</u>	<u>(1,103)</u>
At 31 August 2019	<u>38,946</u>	<u>4,000</u>	<u>3,115</u>	<u>46,061</u>

Signed on behalf of the Governing Body



David Holohan
Chairperson



David Smith
President

Date: 6 May 2020

Date: 6 May 2020

Statement of Financial Position as at 31st August 2019

	2019 €000	2018 €000
Noncurrent Assets		
Property, Plant and Equipment	<u>38,946</u>	<u>39,200</u>
Current Assets		
Receivables	294	516
Cash and Cash Equivalents	<u>8,391</u>	<u>9,074</u>
	8,686	9,589
Payables		
Amounts falling due within one year	<u>(1,571)</u>	<u>(1,625)</u>
Net Current Assets	<u>7,115</u>	<u>7,964</u>
Retirement Benefits		
Retirement Benefit Obligations	(86,233)	(72,548)
Deferred Retirement Benefit Funding Asset	<u>86,233</u>	<u>72,548</u>
Total Net Assets	<u><u>46,061</u></u>	<u><u>47,164</u></u>
Represented by:		
Capital Account	38,946	39,200
Capital Development Reserve	4,000	4,000
Revenue Reserve	<u>3,115</u>	<u>3,964</u>
	<u>46,061</u>	<u>47,164</u>

Signed on behalf of the Governing Body



David Holohan
Chairperson



David Smith
President

Date: 6 May 2020

Date: 6 May 2020

Statement of Cash Flows for the year ended 31st August 2019

	2019	2018
	€000	€000
Net Cash Flow from Operating Activities		
Operating (Deficit)/Surplus	(849)	(658)
Interest Income	(19)	(19)
Depreciation	1,620	1,813
Write-down of Fixed Assets	336	0
Amortisation of Deferred Capital Grants	(1,956)	(1,813)
Decrease/(Increase) in Debtors	214	(86)
Increase/(Decrease) in Creditors	<u>(54)</u>	<u>30</u>
Net Cash (Outflow)/Inflow from Operating Activities	<u>(704)</u>	<u>(733)</u>
Cash Flows from Financing Activities		
Interest Received	<u>23</u>	<u>16</u>
Cash Flows from Investing Activities		
Payments to acquire Property, Plant and Equipment	<u>(1,242)</u>	<u>(391)</u>
Cash Flows from Financing		
State Recurrent Grants spent on Property, Plant and Equipment	1,376	671
State Capital Grants spent on Property, Plant and Equipment	8	0
State Minor Works Grant spent on Property, Plant and Equipment	307	571
Other Funds spent on Property, Plant and Equipment	<u>11</u>	<u>0</u>
Net Cash Inflow from Financing	<u>1,702</u>	<u>1,242</u>
Net (Decrease)/Increase in Cash and Cash Equivalents	(683)	(717)
Cash and Cash Equivalents at 1 September	<u>9,074</u>	<u>9,791</u>
Cash and Cash Equivalents at 31 August	<u><u>9,074</u></u>	<u><u>9,791</u></u>

Signed on behalf of the Governing Body



David Holohan
Chairperson



David Smith
President

Date: 6 May 2020

Date: 6 May 2020