

## **Minutes of the Governing Body Meeting – February 5, 2020**

- Present:** David Holohan (Chairperson), Dr Annie Doona, Dr Fionnuala Anderson, Eimear Boyd, Marie Carroll, Kieron Connolly, Anthony Dunne, Maeve McConnon (attendance by phone), John McDonnell, Fiona McLoughlin, Joachim Pietsch, Tom Taylor
- Apologies:** Celine Blacow, Jim Pipe, Sorcha Nic Cormaic, Áine O’Sullivan, Aoife Ruane, Cllr Barry Saul, Cllr Barry Ward
- In Attendance:** Bernard Mullarkey, Dr Andrew Power (Items 8.1 and 8.2), David Smith, Elizabeth Stunell

It was noted that Maeve McConnon is in attendance via phone.

### **1. Adoption of Agenda**

The Agenda was adopted as circulated.

Proposed: Marie Carroll  
Seconded: Chairperson

### **2. Conflicts of Interest**

No conflicts of interest were reported regarding items for discussion on the agenda for this meeting.

### **3. Adoption of Minutes of Meeting of January 8<sup>th</sup> 2020 (including Internal Publication)**

The Minutes of the Meeting of January 8<sup>th</sup> 2020 were approved (including approval for internal publication).

Proposed: Dr Fionnuala Anderson  
Seconded: John McDonnell

### **4. Matters Arising**

- **Standards in Public Office** – the Secretary/Financial Controller thanked members of the Governing Body for returning their Declarations of Interest forms. All forms received have been forwarded to the Standards in Public Office in advance of the deadline. It was noted that one member of the Governing Body indicated their intention to return their form directly to the Standards in Public Office, and has forwarded the required copy to the Secretary/Financial Controller’s Office. IADT is therefore fully compliant with the requirements of the Standards in Public Office with respect to Declarations of Interest by Governing Body members.

## 5. Correspondence

- **Recruitment of a President for IADT** – correspondence has been received from the CEO of the HEA, addressed to the Registrar, requesting confirmation that the processes followed in the recruitment of a President for IADT were such to ensure gender equality throughout the process. This correspondence has been forwarded to the Chairperson of the Governing Body for response. The report prepared by Mazars regarding the process was previously circulated to the Governing Body, and confirms gender equality in relation to the recruitment process. The report will be referenced in the Chairperson's response to the HEA.

## 6. Technical Approvals

### 6.1 Bank Accounts

No changes to bank accounts.

### 6.2 Property Rentals

The Governing Body approved the following Media Cube Licences:

- Vitropics
- Value Science
- ZiggyTec

Proposed: Chairperson

Seconded: Dr Fionnuala Anderson

### 6.3 HR Appointments

For information: Interviews for the posts of Head of Department of Design and Visual Arts and Head of Department of Technology and Psychology, will take place later in the month. Prior permission to fill these posts was given by the Governing Body.

*(Joachim Pietsch joined the meeting at 8.10 am)*

*(Kieron Connolly joined the meeting at 8.15 am)*

## 7. Governing Body Committees and Academic Council

### 7.1 Minutes of the Academic Council Meetings of 2<sup>nd</sup> December 2019

The Minutes of the Academic Council meeting of 2<sup>nd</sup> December 2019 were noted by the Governing Body. An update regarding matters considered by the Academic Council during this period was given by the President. A funding proposal submitted to the National Forum for the Enhancement of Teaching and Learning was noted as successful, which was welcomed by the Governing Body. The successful projects are in the area of supporting Teaching and Learning at IADT, and will be led by Dr Therese Moylan, Head of Department of Enterprise and Chair of the Teaching and Learning Committee. The President also noted that under changes introduced by the Qualifications and Quality Assurance (Education and Training) (Amendment) Act 2019, IADT will no longer be 'Delegated' the authority to make awards. Instead, Institutes of Technology have become Designated Awarding Bodies in their own right. It was suggested that an update presentation be given to the Governing Body by the Registrar regarding recent changes introduced by this Act, and an update on academic matters as they relate to good governance of IADT.

## **8. Governing Body Resolutions**

### **8.1 The Governing Body Approves the IADT Active Consent Policy (3/2020)**

Dr Andrew Power – Registrar – was in attendance for this item. Circulation of the IADT Active Consent Policy was noted. The Registrar gave an overview of work undertaken by IADT in the area of consent. A working group was established by Minister Mary Mitchell O'Connor TD, Minister for Higher Education, with a view to establishing guidelines to Government in relation to Consent within the higher education context. An overview of the group membership was provided to the Governing Body. Recommendations issued by the Consent Working Group included the development of a Consent Policy to be implemented within Higher Education Institutions. An Active Consent Policy was developed in IADT by the Registrar in consultation with the Student Union, and was presented to the Governing Body for approval.

A query was raised regarding how any allegations made regarding matters covered by the Active Consent Policy would be investigated. A brief overview of IADT's internal investigation processes was given to the Governing Body. However it was also noted that should an allegation be received pertaining to actions that may be potentially criminal in nature, IADT's investigation and processes will be suspended pending the outcome of any criminal investigation. Resolution 3/2020 was adopted by the Governing Body.

Proposed: Marie Carroll  
Seconded: Chairperson

### **8.2 The Governing Body Approves the IADT Assessment Appeals Policy (4/2020)**

Dr Andrew Power – Registrar – was in attendance for this item. A number of minor amendments have been made to IADT's Assessment Appeals Policy, which were approved by Academic Council prior to presentation to the Governing Body. Resolution 4/2020 was adopted by the Governing Body.

Proposed: Dr Fionnuala Anderson  
Seconded: John McDonnell

## **9. President's Briefing**

### **9.1 President's Briefing**

Circulation of a briefing by the President was noted by the Governing Body – a number of key events and achievements from within the briefing were highlighted:

- **IADT Soccer Team** – the IADT Soccer Team has reached the quarter finals of the Bob Eustace Cup and will play their quarter final match on February 5<sup>th</sup>. The Governing Body wished the team well in the competition.
- **Post Love** – 'Post Love' a self-funded film directed by Max Barry – a final year Film Student – will premiere at the National Film School in May. Max also won the Lake Como Film Festival during 2019.

- **Electric Picnic** – Electric Picnic is one of Ireland’s biggest Music & Arts Festivals, and has exclusively invited IADT students to apply to showcase their creations to a now sold out 70,000 strong audience attending the 2020 Electric Picnic. The selected students will have the opportunity to display their work at Electric Picnic, and will also be able to attend the festival with a friend. This competition is open to all IADT students.
- **New Frontiers Success for Snapfix** – congratulations to Paul McCarthy from Snapfix who won the Lead Entrepreneur Award at the annual New Frontiers Showcase hosted by William Fry Law. New Frontiers is IADT’s Enterprise Development initiative funded by Enterprise Ireland, and run in conjunction with the TU-Dublin hothouse. Snapfix is based in IADT’s Media Cube.
- **Kathleen Walsh** – IADT’s artist and Technician Kathleen Walsh, designed the award which was selected by the IDA to present as a Special Recognition Award to Tim Cook (CEO of Apple). The Award was a carved wooden and resin bowl crafted by Kathleen, using wood from an oak tree that fell on IADT campus during storm Ali in September 2018.
- **Young Women in Film & TV 2020** – the third Young Women in Film & TV workshop will run in the National Film School on March 6<sup>th</sup> and 7<sup>th</sup> next. The workshop hopes to inspire young women to consider a career in the film and television industry, and is open to Transition, 5<sup>th</sup> and 6<sup>th</sup> year female students. The initiative is co-funded by Dún Laoghaire Rathdown County Council Arts Office and has been developed and designed by the National Film School, in partnership with Young Irish Film Makers.
- **Master’s Degree in 3D Animation** – an event to launch Ireland’s first Master’s degree in 3D Animation took place on January 17<sup>th</sup> last. The Masters in 3D Animation has been developed by IADT in partnership with Sheridan College, Ontario, Canada. Dr Janet Morrison, President and Vice Chancellor of Sheridan College was in attendance at the launch, as were key figures from the Animation industry and staff and students from IADT’s animation programme. A recent report regarding a reported shortage of Animation graduates by the Animation industry was noted by the Head of Faculty of Film, Art and Creative Technologies – IADT is reviewing this report with a view to forming a strategy to address this either through further professional development programmes, or closer links with the Further Education sector.
- **Programme Promotion** – a number of information sessions are being organised by the Faculty of Enterprise and Humanities to promote programmes within the Faculty in the lead up to key CAO dates including the Change of Mind closing date of July 1<sup>st</sup> next.
- **UNESCO International Day of Education** - January 24<sup>th</sup> last marked the second International Day of Education. Dublin is a member of the UNESCO Global Network on Learning Cities (GNLC) and is working towards achieving a UNESCO designated Learning City Award. The 2020 Dublin Learning City Festival will take place from March 30<sup>th</sup> to April 3<sup>rd</sup> next, with a number of activities taking place across the city. IADT is a lead member of the HEA PATH-funded Dublin Learning Cities Project.
- **Unassembled** – Unassembled is an exhibition by artists from IADT's Masters in Art Research Collaboration programme. The exhibition is curated by Julia Moustacchi, and opened at The LAB Gallery from January 16<sup>th</sup> to 19<sup>th</sup> last.
- **IADT Energy Awareness Team** – IADT’s Energy Awareness Team launched the OPW sponsored, Optimising Energy@ Work Campaign in the Atrium Building on 14<sup>th</sup> January. IADT’s energy campaign is part of a state-wide initiative to reduce public sector energy consumption by 33%. IADT’s Energy Awareness

Team will be working with the appointed Energy Advisors in monitoring and reducing energy consumption on campus over the next three years. This will include measuring the reductions in energy use as a result of planned energy improvement projects. The campaign will also focus on energy awareness and initiating behavioural change among students and staff. The Energy Awareness Group will be hosting several more energy awareness events this year including some events during Green Week 18<sup>th</sup>-20<sup>th</sup> March 2020.

- **La Calisto** – students from IADT's Design for Stage & Screen programme and students from the Royal Irish Academy of Music collaborated on the annual opera performance which this year was La Calisto by Cavalli. Performances took place in the Project Arts Centre from January 12<sup>th</sup> to 19<sup>th</sup> last, with a number of the performances being sold out. The visual identity for the opera, along with the staging, costumes and make-up were provided by students from IADT, with music, singing and performance being provided by students from the RIAM.
- **In The Making** – In The Making is a series of three exhibitions by students from IADT's Degree Year Art, and takes place at the Pallas Projects over three weekends in February.
- **Erasmus** – IADT is celebrating 10 years participating in Erasmus – key achievements over the 10 years include having over 50 Erasmus partners, 350 outgoing and incoming students, 130 outgoing staff and offering Erasmus Traineeships since 2018.
- **Afterthought** – an exhibition of work by BA Art students will take place on Friday 7<sup>th</sup> February at the United Arts Club.
- **Compact and Budget Meeting with the HEA** – the President and members of the Executive will meet with the HEA on March 24<sup>th</sup> next in relation to the Compact Progress Report and Budget Accountability meeting. It was noted that the HEA has combined both the compact progress and budget meetings, into a single meeting this year.
- **Pre-Election Meeting with Education Spokespersons** – the President, Registrar and Head of Faculty of Film, Art and Creative Technologies attended an event organised by THEA and the IUA, with the education spokespeople from each of the political parties ahead of the upcoming General Election. The President gave a report to the Governing Body on the event.
- **CAO Application Numbers** – the President noted that the closing date for applications to the CAO has now passed, and gave the Governing Body a brief overview on IADT's initial application numbers. Applications for a number of programmes are strong, however a small number of programmes are a cause for concern. A strong marketing campaign ahead of the CAO Change of Mind will be undertaken to maximise application numbers to IADT programmes. The impact of decisions by UCD to greatly increase the number of students taken onto their Arts programmes was noted which has resulted in the UCD Arts Degree recruiting at AQA. Additional information and open day sessions are being held for IADT programmes which have been impacted by UCD's decision.

### **Digital Media Building**

A recent decision by Dun Laoghaire-Rathdown County Council to refuse planning permission for IADT's Digital Media Building was noted by the Governing Body. The reasons given for the refusal were outlined to the Governing Body. The Governing Body expressed great disappointment regarding the refusal of permission, noting that a conditional approval of permission was also an option open to the DLRCCO. IADT's options to both appeal and to lodge a new planning application were outlined to the Governing Body. It was noted that IADT had provided all documentation and

all supplementary information requested by DLRCOCO during consideration of the planning application for the Digital Media Building.

Preparations are in progress to lodge an appeal to An Bord Pleanála and the necessary documentation is being prepared for same. It was noted that the basis for refusal of permission appears to relate to the potential for winter migrating birds to temporarily land on a small green area of IADT's campus, which is on their flight path. However on consultation with public bird-sighting records, no known sightings of the wildlife in question have been reported in relation to IADT's campus. In support of IADT's appeal against the planning refusal decision, Enviroguide Consultants have been engaged to carry out a bird survey (which is currently underway) and it is intended to submit at least 10 days' data from this survey with the planning appeal. The survey will continue until the end of the migration period in March. In addition, documentation from IADT's landscape gardening service which indicates no evidence of the presence of the wildlife in question on IADT's campus will be included with the appeal.

The Planning Appeals Process generally takes between 18 and 26 weeks – every effort will be made to request An Bord Pleanála to consider the appeal in as short a time as possible. The Secretary/Financial Controller noted that at present, work to prepare tender documentation by the NDFA and Department of Educator and Skills is progressing and includes IADT's Digital Media Building. However, there is significant risk to IADT that if the planning appeal is either delayed or unsuccessful, IADT's building will be removed from Bundle 1 and put back to Bundle 2, or that funding for the building may be withdrawn. The significant negative impact this would have on IADT's ability to grow and develop programmes and to undertake critical upgrades and refurbishment works to the Quadrangle Building were outlined. Ongoing updates will be provided to the Governing Body regarding this process.

## **9.2 IADT: Financial Update**

Circulation of the Management Report for December 2019 along with the supporting briefing from the Secretary/Financial Controller was noted by the Governing Body. A briefing regarding a number of key figures within the report was also given. In relation to the outturn for 2019, IADT returned an adverse variance of €181K. However the planned adverse variance – approved by the Governing Body early in 2019, was €294K. Due to a number of factors, the adverse variance at year end was less than originally predicted. A briefing on a number of expenditure items which contributed to this was given. As the expenditure incurred within the adverse variance was planned and necessary expenditure on essential infrastructure maintenance and upgrades funded from IADT's reserves, IADT will be reporting a balanced budget against recurrent grant for 2019 to the HEA. Receipt of a Devolved Grant of €590K from the HEA to fund necessary campus and equipment repairs / upgrades was noted and has also been factored into the budget outturn.

It was noted that as a guideline, Institutes of Technology should retain cash reserves at all times, at a level that would fund 60 days operating costs. In respect of IADT, this would equate to approx. €3M. However with projected fit-out costs for the Digital Media Building, and the ongoing need for essential maintenance and upgrades of the campus infrastructure to meet health and safety requirements, IADT's reserves may dip below this 60 day guideline at some point in the medium-term future. However it was outlined to the Governing Body that IADT's cash reserves remain well in excess of the 60 day level at the present.

Every effort is made to maximise additional income through rentals of campus facilities. Income from bank interest has decreased significantly over the past number of years and is now a nominal amount of additional income. Where possible, specialist professional development programmes are developed to meet the specific needs of industry, which generates additional income for the Institute.

### **9.3 Athena SWAN Update**

IADT's new EDI Manager will take up her post at IADT on February 17<sup>th</sup> next, and will lead IADT's re-application for Athena SWAN Bronze Level accreditation. In addition, a number of events are being planned to mark International Women's Day – these events will also be led by IADT's new EDI Manager.

### **9.4 IADT and Current State of Technological University Process within Higher Education**

Following receipt of a request from a staff representative member of the Governing Body, the President prepared a report regarding IADT and the Current State of Technological University Process within Higher Education. Circulation of the report was noted by the Governing Body.

The positioning of the Technological Universities within the Programme for Government was noted. However, it was outlined to the Governing Body that during the development of IADT's Strategic Plan, whilst recognising that a number of staff expressed concerns that IADT should become a member of a Technological University consortium, IADT's unique brand and identity was seen as of greater importance by a majority of staff, students and alumni consulted during the development of the Strategic Plan. IADT's position with respect to Technological Universities as articulated in the Strategic Plan 2019-2023, and as endorsed by the Governing Body, was reiterated by the President and for the present, remains the Institutes position.

It was noted that a funding crisis exists within the Higher Education sector in Ireland, which is being felt by all Institutes of Technology regardless of whether or not they are members of a Technological University consortium. It was also noted that financially, IADT has traditionally maintained a balanced budget and at present, there has been no directive from the HEA or other sources to become part of a Technological University consortium.

Funding allocated by the HEA in support of the development of Technological Universities was noted. However it was outlined that this funding is directed towards the secondment of staff to develop the consortium and to prepare the submission for TU designation, and does not contribute to the day-to-day running costs of the institution in question. In addition, it is thought that a substantial proportion of this funding is used to fund the engagement of consultants to advise on and facilitate the process. The President briefed the Governing Body on the known status of each of the TU consortia which are in place at present.

In addressing staff concerns with regard to IADT being the only Institute of Technology not part of a TU consortium, the President noted that IADT's decision to remain outside of the TU process at present is being taken from a position of strength. The President also noted previous discussions with UCD, TCD and NCAD

regarding a closer relationship and indicated that IADT will engage with any opportunity that arises and is seen to be advantageous to the Institute.

A concern was expressed regarding the recent launch of the Technological Universities Research Network and whether IADT's position outside TU consortia may impact negatively on available research funding opportunities. It as outlined that due to the unique disciplines offered at IADT, the research undertaken by IADT staff is in non-traditional research areas and may not meet typical research metrics that attract high levels of research funding. However the high proportion of IADT's staff who have achieved their PhD, and who engage in research was noted and commended.

Current legislative barriers to Institutes of Technology becoming more closely aligned with Universities or possibly becoming Recognised Colleges of Universities was noted. The Governing Body was also reminded of previous discussions held by IADT with UCD regarding the possibility of IADT becoming a Recognised College of UCD.

A query was raised regarding anecdotal reports that staff within TU consortia are receiving up to 100% funding to undertake PhDs, with generous back-fill of their post to allow them to undertake their studies. One of the criteria set for designation as a Technological University relates to the percentage of staff within the merging Institutes of Technology who must hold or be registered for a PhD. The possibility that increased funding is allocated to staff to undertake PhDs in the lead up to an application for TU designation in order to meet this requirement was noted. IADT's commitment to allocate 3% of the payroll budget to fund staff training and development was again stated to the Governing Body, and every effort will be made to provide support to staff in their studies.

Following a stated concern regarding funding levels provided to IADT staff by the Institute in support of continued training and development and a perceived underspend in the Staff Training and Development budget, staff members of the Governing Body were invited to prepare a paper regarding the issues they wish to raise and to submit the paper in to the Secretary to the Governing Body (Bernard Mullarkey) for circulation to the Governing Body. Any paper for circulation to the Governing Body should be received by the Secretary to the Governing Body 10 days prior to the meeting at which it will be considered. A discussion on issues raised in the paper may be included as an agenda item for discussion by the Governing Body.

#### **10. Equality, Diversity and Inclusion Implications**

No issues in relation to equality, diversity or inclusion were noted in relation to items discussed at this meeting.

The next meeting of the Governing Body will take place on March 4<sup>th</sup> 2020.

Signed: \_\_\_\_\_  
David Holohan  
Chairperson

Date: \_\_\_\_\_