

# **Institute of Art, Design + Technology Dún Laoghaire**

**Institutional Profile  
2022**



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## Who We Are

The Institute of Art, Design and Technology, Dun Laoghaire (IADT) is the leading higher education provider for the creative, cultural and digital technological sectors in Ireland. IADT has a national reputation for creativity and innovation, providing programmes that support the development of creative, entrepreneurial and technically and digitally literate graduates. IADT was established in 1997 with the expansion of the former Dún Laoghaire College of Art and Design and the addition of two new schools: Business and Humanities and Creative Technologies. The Institute provides level 8 and level 9 programmes across a wide range of disciplines including humanities, psychology, business and technology and is a leading higher education provider in areas such as Film and Television, Design and the Creative Arts.

We currently provide 27 Bachelor Degree programmes, 26 Masters and Postgraduate Degree programmes and 24 Certificate programmes.

*We value and celebrate our unique position within the Irish higher education landscape. We have positioned IADT as a leading provider of higher education and are focused on maintaining and strengthening our strong reputation and profile across our disciplines regionally, nationally and internationally.*

## A Brief History of IADT

The Institute marked its 25th Anniversary on April 1st 2022. However, our unique story is deeply rooted in the local Dún Laoghaire area and dates back well over fifty years.

### Our History

The seed that was to grow into IADT began as a simple portfolio course for local school leavers, designed to prepare them for entry to art and design colleges. Successful from the outset, by the late 1960s this had evolved into the first art foundation course in Ireland. And that spirit of innovation, that determination to be at the vanguard of fresh thinking in creative education, continued... A further three-year course leading to a Diploma in Art and Design began, and by 1980, the college became known as the Dún Laoghaire College of Art and Design (DLCAD). The legislative establishment of the Dún Laoghaire Institute of Art, Design and Technology in 1997 realised the long-held ambition of Dún Laoghaire VEC, the staff of DLCAD and the wider community to create a fully-fledged third-level Institute of Art, Design and Technology in the area. The vision that went on to become IADT was for an institution that would stand strong on the

established foundation and reputation of its art, design and media courses, while embracing the new disciplines of humanities, technology and business.

As well as being a valued educational and enterprise partner at local level, IADT is respected and renowned nationally and internationally in the creative, cultural, entrepreneurial and digital media sectors. Student numbers have grown from 450 in the 1990s to 2500 today. Our plan is to grow to over 3000 students over coming years and continue to develop the campus and infrastructure to support this growth. IADT is built on a history of understanding and anticipating what is needed – both now and in the future. That same spirit of enterprise, that sense of creative adventure and energy on which the institute was founded, is alive and well on the IADT campus today.

## IADT Then and Now



The naming of the Institute at that time as Dún Laoghaire Institute of Art, Design and Technology, emphasised the sense of differentiation of IADT and the opportunities that arise from that uniqueness. IADT holds a distinct position in Ireland as an Institute of Art, Design and Technology. This sense of distinction is one which defines the Institute and informs our ethos and approach to education. IADT is a specialist institute, with a mission to support and influence dialogue on the creative and cultural industries of Ireland and abroad. It achieves this through the nature of our programmes, creativity and work of our staff members, stakeholder engagement, synergistic partnerships, vibrant student life and the contribution our graduates make to the creative and cultural industries.

We have created an interdisciplinary environment drawing on our strengths in visual arts, media arts, enterprise, technology and humanities. We create spaces for scientists to work with graphic designers, for business people and entrepreneurs to work with fine artists, for poets and technologists to work with photographers – for everyone to see the potential of collaboration and its capacity to release and enable new ideas about how we live, how we understand, and how we work.

## IADT Today

IADT as we recognise it today, came into being in 2012, when three existing Schools were amalgamated to become two Faculties: The Faculty of Enterprise + Humanities, and the Faculty of Film, Art + Creative Technologies, incorporating the National Film School.

The Institute now has approximately 2,500 full-time and part-time students enrolled on undergraduate and postgraduate programmes. The Faculty of Film, Art + Creative Technologies has three Departments (Design & Visual Arts; Film & Media and Technology & Psychology). The Faculty of Enterprise + Humanities has two Departments (Entrepreneurship and Humanities & Arts Management).

The Qualifications and Quality Assurance (Education and Training) (Amendment) Act 2019, established all institutes of technology as autonomous awarding bodies. Under the Act, IADT was granted award making powers for all programmes, with the exception of doctoral awards.



## The Campus

### History of Carriglea House

The first known occupants of Róisín Hogan House [formerly Carriglea House], Carriglea Park, was the Maunsell family in 1787. Carriglea belonged to the Goff family during much of the nineteenth century. The estate comprised some 100 acres, including the lands on which the present-day neighbouring housing estates were built.

A nineteenth century diary kept by Thomas Goff paints a fascinating picture of a rural Irish idyll. He writes of his first railway journey on the Dublin to Kingstown railway, and holidays in a rented house in Dalkey. In the eighteenth and nineteenth centuries, Carriglea House was a family home on one hundred acres.



In 1893 the house and lands were sold to the Christian Brothers who opened the Carriglea Industrial School. At its peak, in the early 1900's, up to 250 boys were taught here. Much has become known in the recent past about the harsh conditions in industrial schools with experiences of "Carriglea" detailed in chapter 10 of the *Ryan Report*.

Easter Rising of 1916 – In April 1916 some 2,000 British troops from the Sherwood Forresters Regiment encamped in the grounds of the school and the officers breakfasted with the Brothers. The troops were *en route* through Dún Laoghaire to quell the rising of 1916 and much has been recorded of the intense fighting at Mount Street bridge as these soldiers made their way to the city.

In 1954, the Christian Brothers closed the Industrial School and converted Carriglea Park into a Juniorate for the education of new Christian Brothers. During this conversion, the building now known as Trevor Scott Hall was constructed.

The church of the Holy Family was erected at Baker's Corner in the early 1970s, on a site provided at a nominal cost by the Christian Brothers. Carriglea House was renamed Róisín Hogan House in April 2001 to honour Róisín Hogan, the first Director of IADT and former principal of DLCAD.

## Campus Early Developments

The Department of Education acquired the property and its land in 1982. Given the urgently growing needs of DLCAD at the time, the College moved from Dún Laoghaire town centre to this new Carriglea campus. Róisín Hogan House was our first building, and it is still at the heart of IADT. The campus has grown significantly since the late 1990s in order to meet our changing and growing needs, with the addition of: the Atrium building (1998), Carriglea building (2002), the Digital Media Incubation Centre Media Cube (2007), the Backlot (2012) and National Film School building (2013). Our commitment to innovation extends to our ongoing plans for the IADT campus with plans underway for a new Digital Media Teaching Building to open in 2024.

### On Campus – National Film School

The National Film School provides state-of-the-art facilities for education and training in film, television and radio production, design for stage and screen, and modelmaking. A wide variety of courses from across IADT make use of the NFS facilities. IADT is a full member of CILECT, the International Association of Film and Television Schools.



### On Campus – The Media Cube



IADT's incubation and innovation centre – the Media Cube – opened its doors in 2007 with a clear mission to support the growth of digital start-up businesses in the Dún Laoghaire, South Dublin and North Wicklow regions. Over this time, the Media Cube has assisted 400+ start-up entrepreneurs and facilitated the creation of 1000+ jobs to date. The Media Cube works closely with Enterprise Ireland and the Dún Laoghaire-Rathdown Local Enterprise Office and the national LEO network. The Media Cube seeks to support entrepreneurs who have innovative business ideas that have the potential to develop into strong commercial entities with the capacity to scale internationally.

The team at the Media Cube provides a range of services to these select entrepreneurs to enhance their prospects of success.

### On Campus – Digital Media Building

IADT successfully secured funding for a new Digital Media Building, which will substantially improve and enhance our campus. The 7,300 sqm building, scheduled to open in September 2024, will support the growth of courses in the emerging digital industries and will generate graduates for the emerging design and technology industries. The new teaching spaces will eventually accommodate an additional 1320 students in Animation, Design, and User Experience (UX). Students studying computing, entrepreneurship and creative technologies will also be accommodated which will foster collaborative working environments across a range of disciplines.



## Our current marque



The trefoil logo captures the heart of our identity. The three primary colours, red, green and blue intersect to create white light, energy. The circle expresses the unity with which the disciplines complement each other. IADT states that a unique institute of art, design and technology, and Dún Laoghaire captures a sense of place and acknowledges our roots.

Now, following 25 years in use we have progressively moved towards using a more contemporary logotype that works effectively across all media and supports our current marketing and recruitment strategy. However, the RGB trefoil remains in “official use” until the Institute undertakes a full brand strategy review and refresh sometime in the near future.

**Institute of  
Art, Design +  
Technology  
Dún Laoghaire**

# Mission, Vision and Strategic Plan

## Our Mission

Is to continue to specialise in creativity and innovation as expressed in the arts, technology and entrepreneurship and to work with learners and stakeholders as partners to develop graduates who are innovative, creative, entrepreneurial and adaptable, and who are ready to meet the challenges of the digital age

## Our Vision

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.

## Strategic Plan 2019–2023

IADT's Strategic Plan 2019-2023 “Better Futures Created Together”, which was developed in consultation with internal and external stakeholders both in Ireland and internationally, provides a framework that has guided the Institute over recent years. It sets out a unique vision for the Institute with a foundation in the ethos of and a distinct focus on the creative, cultural and technological (CCT) sector.

The strategic plan encompasses three main themes with eleven strategic priorities of equal significance aligned to these themes. The strategic priorities underpin the delivery of the plan, which focuses on introducing a new academic model that will enable the development and delivery of programmes and establish partnerships regionally, nationally and internationally. This academic model will continue to evolve over the life of the strategic plan and will be used to support programme development, to target growth, to guide research priorities and to enhance the Institute's profile, brand and reputation within regional, national and international territories.

Our work in IADT is underpinned by a set of core values, and we foster a culture of excellence, which is central to everything we do. We seek opportunities to advance and evolve our Institute and disciplines and enhance the value we bring to students, staff and stakeholders. This commitment to quality is evidenced in the strategic plan, where a key theme is identified as Excellence. This theme incorporates priorities that include “we will provide high quality and inquiry-led teaching and learning that encourages and embeds curiosity, innovation, creativity and entrepreneurship across all our disciplines “, and we will “ensure our processes and procedures are efficient and meet the needs of staff, students and other stakeholders”.

The Plan 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 remains key to the success of this 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.

A new and important focus for us in this strategic plan is to expand the regional, national and international reach and potential of specific discipline areas with a view to developing and growing these areas. We have also placed an increased focus on internationalisation, research, online and flexible learning.



## Our Values

Our work in IADT is underpinned by a set of core values:

**Valuing our Students** — Educating our students and enabling them to achieve their potential is fundamental to the purpose of our Institute and is at the heart of what we do. We value the creativity, innovation and entrepreneurship they bring and the contribution they make to shaping the future of IADT, our disciplines, and society as a whole.

**Excellence** - A culture of excellence is central to everything we do. We seek opportunities to advance and evolve our Institute and disciplines, and enhance the value we bring to students, staff and stakeholders.

**A Supportive Environment** - We seek to create a safe and supportive Institute that promotes well-being and positivity, enabling students and staff to reach their potential and achieve their educational and career goals.

**Valuing our Staff** - We value our staff. We value their continuous contribution to the academic excellence, operations and development of our Institute, and the role they play in cultivating a positive student experience.

**Academic Freedom** - Freedom of thought, expression and inquiry are integral and essential to our community. We value the insightful views and opinions of our academic staff and their balanced and expert contributions to teaching, learning and research.

**Equity and Diversity** - Equity and fairness are fundamental and core to the Institute. We provide equal opportunities to our students and staff. We embrace and celebrate diversity and promote an inclusive environment that is respectful of others and free from discrimination and harassment. We are committed to positive action initiatives to address imbalances.

**Social Responsibility, Integrity and Ethics** - We are socially responsible and civic-minded. We behave in an ethical way, with integrity and honesty in everything we do. We respect and strive to protect our environment and promote sustainable practices.

**Communities of Practice** - We foster and promote communities of practice; collaborating, challenging norms and embracing ideas with creativity, energy and critical reflection.



## Strategic Priorities

Now three years old, IADT's Strategic Plan 2019-2023 “Better Futures Created Together”, was launched in February 2019. The plan encompasses three main themes – Excellence, Growth and Community — with eleven strategic priorities of equal significance aligned to these themes.

Theme 1: <b>Excellence</b>	Educating Students	Researching and Developing Knowledge	Communicating	Increasing Operational Agility and Effectiveness
Theme 2: <b>Growth</b>	Attracting Students	Developing an International Institution	Collaborating and Developing Partnerships	Strengthening Our Skills and Relationships with Industry
Theme 3: <b>Community</b>	Engaging and Supporting Our IADT Community	Engaging and Supporting Staff	Developing Our Culture	

As we emerge from the Covid 19 pandemic and seek to deliver not only on this Strategic Plan but also the wider National Strategy for HE and deliver upon the Transformation Agenda within the Technological Sector our priorities remain focused upon;

- Enhancing the Student Experience.
- Growing our Student Numbers & Income.
- Developing our Programme & Disciplinary profile.
- Knowledge Generation and Transfer – Industry focus.
- Safeguarding & developing our Brand & Reputation.
- Collaboration & Engagement with National & International partners.
- Culture & Communications – Internal & External audiences.
- Leading the Sector.

## Post Script on our Current Strategy and towards a New Strategic Plan

The changing higher education landscape has required us to accelerate the completion of our current Strategic Plan (end 2022 vs end 2023) to allow the Institute to consolidate our existing offering, deliver upon short-term strategic priorities, and more importantly to create favourable conditions to fully explore future strategic opportunities and develop our new strategy.

Development of this new strategy and wider stakeholder engagement and consultation is likely to commence in early 2023. It is a Strategy that we hope will propel the next phase of the Institute's Strategic and Academic development, and potentially, towards a future designation as a specialist higher education institute for the Creative & Cultural Industries.

# Faculties and Departments



## Faculty of Film, Art + Creative Technologies

The Faculty of Film, Art and Creative Technologies (FFACT) offers programmes at Levels 8 and 9 on the National Framework of Qualifications. FFACT programmes account for about 70% of the student population at IADT; it is home to over 1700 students studying film, art, design, creative technologies, animation, psychology, and more.

The Faculty of Film, Art and Creative Technologies comprises three Departments; the Department of Design + Visual Arts, the Department of Technology + Psychology and the Department of Film and Media. The Faculty offers a rich portfolio of inter-related programmes in a vibrant atmosphere of research, creativity, technology and production. Our programmes push discipline boundaries through creative collaboration and interaction. Our strong links with the commercial, academic and cultural sectors are an essential part of every programme,

providing students with experiences in a personal, national and global context. All of our programmes enjoy a high profile and a reputation for quality and relevance in a fast-moving professional environment.

We are home to Ireland’s National Film School. IADT and the NFS specialises in all aspects of production for screen – from ideation through to final delivery of the creative project. The NFS at IADT is a creative transdisciplinary hub that brings together all the aspects of the modern screen industries. It includes CGI and VFX research, sound design, creative technology, VR, AR, UX design, 3D design, sculpting and fabrication, 2D Animation and Production design. The importance of digital and emerging technologies is echoed in the Government of Ireland’s 2019 Future Jobs report, which identifies five pillars and places such skills at the heart of “Pillar 1 - Embracing Innovation & Technological Change”.

Our ambition 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. A new and important focus for us will be to expand the 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.





## Faculty of Enterprise + Humanities

The Faculty of Enterprise and Humanities offers programmes at Levels 7, 8 and 9 on the National Framework of Qualifications. It offers undergraduate programmes in the following disciplines:

- Arts Management
- Management and Entrepreneurship
- Media Studies
- English Literature
- Equality Studies
- Digital Marketing

The faculty also offers postgraduate programmes in a flexible mode in the areas of:

- Cultural Events Management
- Management of Equality, Diversity and Inclusion
- Media Studies
- Digital Entrepreneurship

The student population of the Faculty currently accounts for 30% of the total student community at IADT. Its ethos blends the practical with the academic, its teaching and learning philosophy is centred around giving students the core theoretical underpinnings of their disciplines while developing the key transferable skills applicable to industry, especially the cultural and creative industries. In addition, the Faculty has a strong history of work-based learning and work placement. It has cultivated and developed professional relationships with key external stakeholders operating locally, for the purpose of student internships, work-based projects, mentoring, industry engagement for programme development and review, etc. These connections include: Dun Laoghaire Rathdown County Council, the Local Enterprise Office (LEO), Microsoft, Digital Dun Laoghaire, Dun Laoghaire Rathdown Chamber of Commerce, Sandyford Business District, EisnerAmper Ireland, etc.

The Faculty comprises two departments, the Department of Entrepreneurship and the Department of Humanities and Arts Management.

The Faculty has secured a number of major European project in the past three years including the Social Platform for Holistic Heritage Impact Assessment (SOPHIA) and the Creative Approaches to Public Space (CAPS) funded via Horizon 2020; as well as the Erasmus+ funded EDIFY research programme in Equality, Diversity and Inclusion management; and a study of the impact of the menopause on Careers in Higher Education funded via the Gender Equality Enhancement Fund (GEEF).

The Faculty's priorities over the next development period have been identified as:

- Growing student numbers, including international students.
- Deepening and strengthening our contacts with local and regional industry.
- Developing collaborative links with external higher education institutes for the purpose of research funding bids, conferences, and joint publications.
- Participating in further research funding opportunities for Irish and European projects.
- Aligning with EU, national and local economic policy.



# 2.5k

2500+ students enrolled

# 55

Countries represented in our student body

# 30+

IADT hosts 30+ companies annually through enterprise + innovation programmes

# 92%

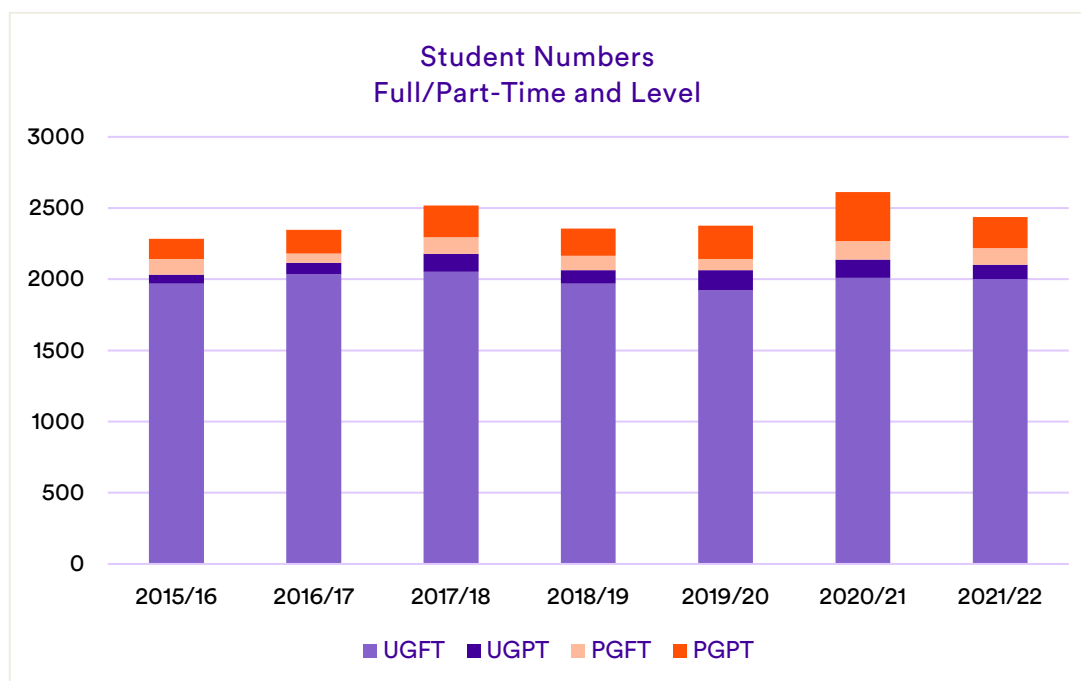
92% of graduates employed within a year of graduating

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KNOWLEDGE SERVE

## Student Profile

IADT enrolls learners on a wide range of higher education programmes, mainly at Levels 8 and 9 on the National Framework of Qualifications. The table below summarises the enrolment at the institute for the academic years 2016/17 to 2021/22 inclusive.



	2015 / 2016	2016 / 2017	2017 / 2018	2018 / 2019	2019 / 2020	2020 / 2021	2021 / 2022
Undergraduate Full Time	1969	2035	2053	1970	1923	2010	2000
Undergraduate Part Time	64	80	125	94	140	127	102
Postgraduate Full Time	109	65	117	101	79	132	117
Postgraduate Part Time	141	166	222	191	235	343	218
<b>Total</b>	<b>2283</b>	<b>2346</b>	<b>2517</b>	<b>2356</b>	<b>2377</b>	<b>2612</b>	<b>2437</b>

Over the past 7 years, there has been a small increase in the student population at IADT. While undergraduate and postgraduate full-time student numbers have remained consistent, we have had a sizeable increase in the number of students undertaking part-time programmes at undergraduate and postgraduate levels.

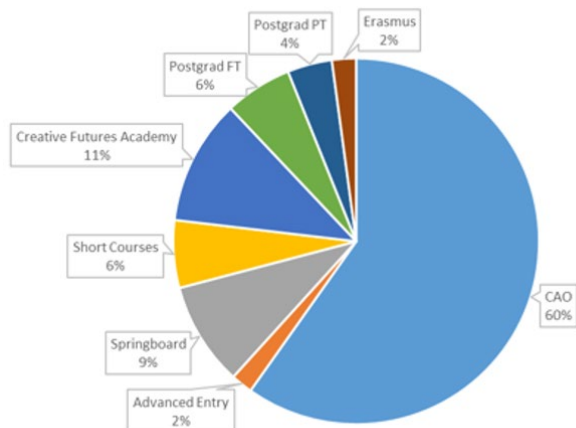
The campus is currently at capacity. Consequently, for a number of our most "in-demand" programmes with well-established waiting lists, there is a large number of disappointed applicants each year. We are greatly limited in the number of students we can enrol, with many IADT programmes having only 30 or 40 places (per stage) available due to space constraints on campus. In-demand programmes with strong practical elements such as Film, Design and Animation are particularly impacted. On a more positive note key priorities of our longstanding Campus Development plan are finally being implemented. A new Digital Media Building, developed under PPP, should be ready for student enrolment in September 2024. This will provide us with the necessary additional space to not only enrol additional students but also allow us to upgrade legacy infrastructure and teaching spaces in the Quadrangle building. Upon completion we are hopeful that we will see positive growth and achieve our ambition of having an undergraduate population in excess of 3000 learners.



## Learner Pathways to IADT

IADT is committed to lifelong learning and widening access to our programmes locally, nationally and internationally. We are an inclusive institute and value diversity within our student population. IADT has a large variety of pathways for entry to its programmes, we strive to ensure that each pathway is accessible, appropriate and utilised.

### All New Learners 2021/22



In 2021/22, of the circa 1000 new entrants that joined the institute, 60% came via the typical entry route to undergraduate studies in Ireland; the Central Applications Office (CAO). 25% of these undergraduate students held further education qualifications which assisted with their entry to the institute.

IADT also operates the HEAR (Higher Education Access Route) scheme and the DARE (Disability Access Route to Education) schemes, 19% of undergraduate students this year were from under-represented groups via these two schemes. IADT actively delivers Springboard+ programmes, with approximately 90 students enrolled on 5 Springboard+ programmes during 2021/22.

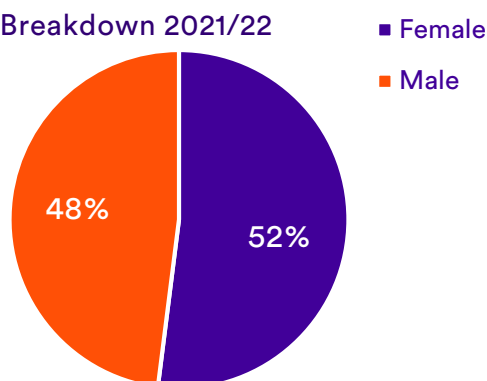
The remaining 40% of new entrants came via various entry pathways, as depicted on the left.

Gender breakdown of our CAO entrants sways slightly in favour of female learners 52% to 48%.

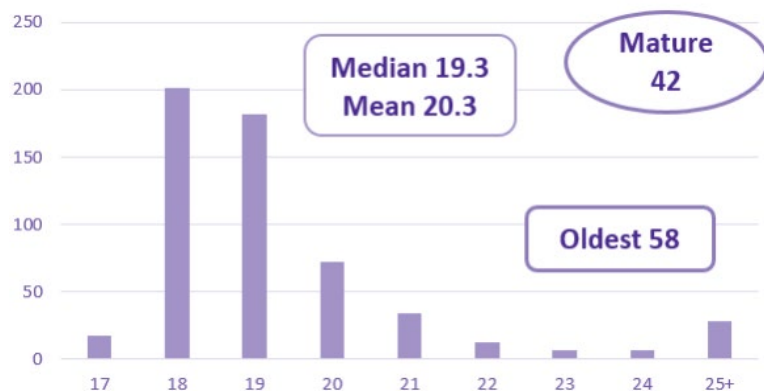
The CAO have recently provided the facility for applicants to declare as non-binary or prefer-not-to-say. IADT has extended this facility to all of our applicants.

In the overall IADT student population 54% declare as female and 46% as male.

### Gender Breakdown 2021/22



### Age Breakdown 2021/22



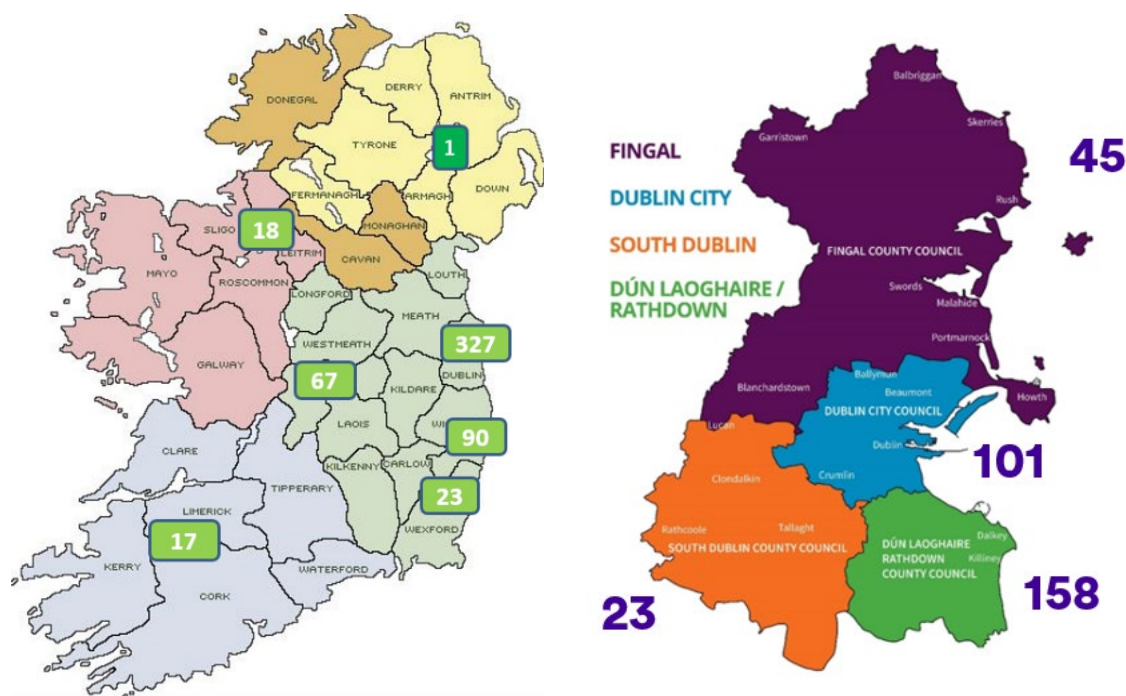
Each September, IADT welcomes approximately 600 new undergraduate learners.

Of these, on average 50% sat their Leaving Certificate in that same year. With a higher median age, IADT students tend to adjust quickly and settle well into the institute and their programmes.

The table on the left shows the age profile of undergraduate new entrants in 2021/22.

## Undergraduate entrants September 2021 - Where our Learners call home

Of our 561 undergraduate new entrants in September 2021 - 58% are from County Dublin with a further 32% from the rest of Leinster, the local province. 7% of undergraduate new entrants came from other countries, as shown below.



Undergraduate entrants September 2021

## International/Erasmus+

54 countries are represented in our current total student population. 10 students are from the USA and 13 from Canada. In Europe; 19 are domiciled in Germany, 13 in France and 12 in Poland.

Of our undergraduate new entrants in September 2021, international student numbers are shown in the table below.

Poland	5	Spain	5	France	4
Germany	4	Hungary	3	Finland	2
Romania	2	Switzerland	2	Bulgaria	1
Croatia	1	Cyprus	1	Iceland	1
Lithuania	1	Luxembourg	1	Netherlands	1
Norway	1	Portugal	1	USA	1

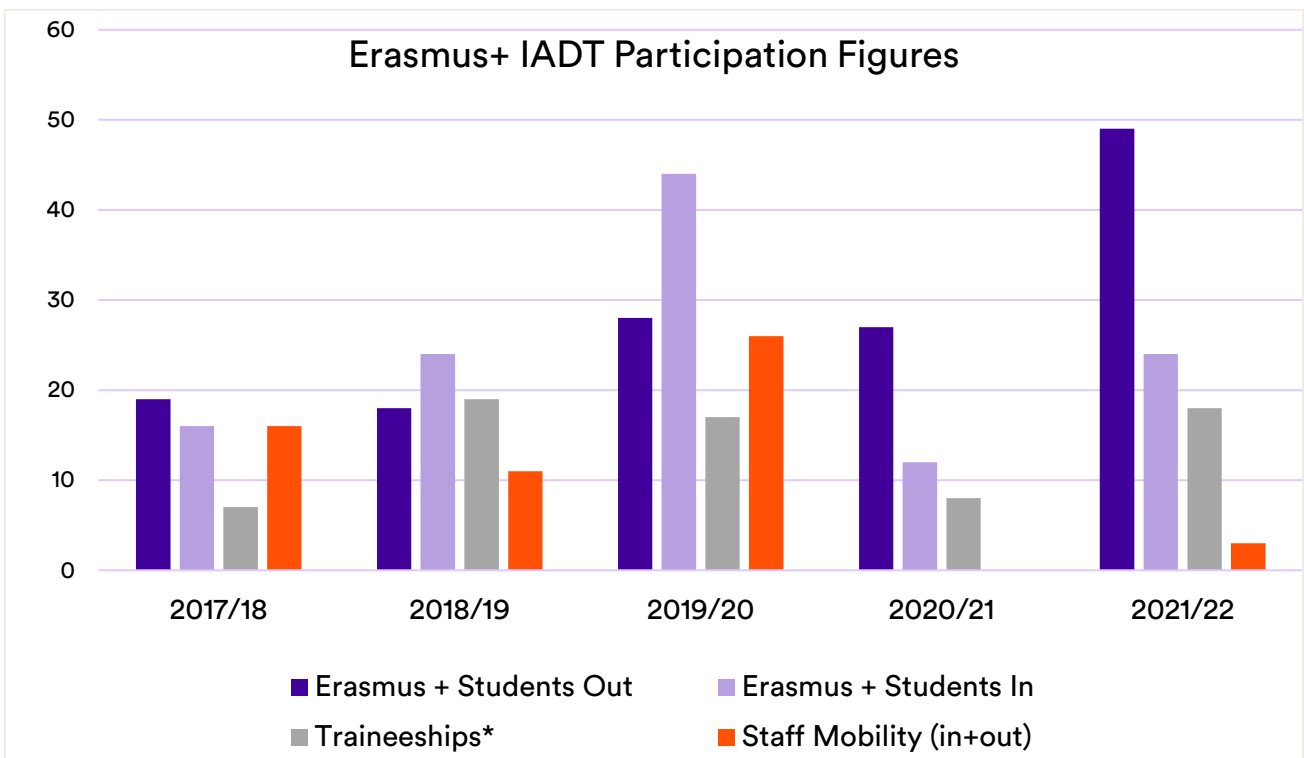
IADT is committed to internationalisation and is progressing its strategic objectives for international engagement by leveraging existing collaborations and developing new collaborations to enhance and expand our international profile and impact. IADT's international student cohort continues to grow, particularly in the Faculty of Film, Art and Creative Technologies, attracting students from Europe and globally.

Building upon organic growth within our own networks, IADT is actively engaging with Enterprise Ireland and Education in Ireland to advance international recruitment over the coming years. At an International level, IADT engages with Yerevan State Academy of Fine Arts, Armenia; Yerevan State Institute of Theatre and Cinematography, Armenia; George Brown College and Sheridan College, Canada.



## Erasmus+

IADT partners on international mobility programmes and academic exchanges globally in 20+ countries in Europe, Canada, USA, Asia and Africa. IADT offers student and staff exchanges as part of the Erasmus+ Programme. IADT has expanded its Erasmus+ engagements to approximately 53 partners across a wide range of countries through the Erasmus+ programmes. IADT is proud to have Erasmus arrangements with Higher Education Institutions in Belgium, Czech Republic, Denmark, Estonia, Finland, France, Germany, Hungary, Latvia, Slovakia, Spain, Sweden, The Netherlands, Turkey and the UK. The team will continue to seek new partners and grow new network opportunities over coming years. The figure below shows IADT participation figures in Erasmus+ over the past five years.







## **Portfolio and Project Days**

A number of the programmes offered by IADT are called “restricted” programmes. This means they have special application requirements alongside the CAO admissions procedures. These programmes require a portfolio and/or a project to be presented by each student applying for that programme (the majority of these programmes are in our Departments of Film & Media and Design & Visual Arts).

As part of our commitment to broadening access to all applicants, IADT offers both Portfolio submissions + Project Days. Students can choose to attend a project day and/or submit a portfolio, in order to determine if they are suitable candidates to join a restricted programme in IADT.

### **Virtual Portfolio submission / Project Days**

In response to the Covid-19 Pandemic IADT commenced offering virtual project days and a digital portfolio submission platform. Our intention is to continue providing these options to prospective students as they have been found to be efficient and effective means of broadening access to IADT programmes.

## **Recognition of Prior Learning**

At IADT, applications are accepted from those who may not hold the required qualifications but have proven relevant experience and whose academic background is non-traditional. Recognition of Prior Learning (RPL) includes formal, non-formal and informal learning (learning wherever it occurs; at school, at work, in the home or in everyday life) and is used to encourage potential students to achieve further formal education accreditation here in IADT.

IADT is one of 19 Higher Education Institutions across Ireland (including Universities, Institutes of Technology and Technological Universities) engaged in the Irish Government’s Human Capital Initiative (HCI) Pillar 3 (Innovation and agility) RPL project. This project aims to create a significant shift in RPL and has transformative potential to propel Ireland into international leadership in the field.

The National RPL project also works with a diverse range of key national stakeholders, including national education agencies, QQI, the HEA and SOLAS; the National Forum for the Enhancement of Teaching and Learning (NFETL) and the RPL Practitioners Network; as well as employer and enterprise representative bodies, including IBEC and ISME who are also enterprise partners of the project.

## Student Experience

IADT delivers an inspiring Student Experience and it encourages students to be unique, belong and become the individuals they want to be. The institute is recognised for its diverse student intake, a cornerstone of its ethos since it was founded 25 years ago. IADT joined the Higher Education Access Route (HEAR) and Disability Access Route to Higher Education (DARE) in 2017 to promote inclusion and diversity and encourage greater representation of under-represented groups.

Student Experience applies a development approach, providing supports from the outset through our First Year Focus programme right through to our Final Year Matters Programme, IADT leads the way in creating students as partners in their learning experience, through the active Students Class Representatives model and committee membership on the Student Experience Committee as well as our involvement in the National Student Engagement Programme (NSTEP), Student engagement in our Finance Committee, Academic Council and Governing Body.



The Student Experience staff work closely with students and staff, viewing them as partners and collaborators in the delivery of services provided. IADT Students are encouraged to join Clubs and Societies with over 35 societies on offer. The institute works very closely with IADT's Student Union to ensure the 'Student Voice' is central to all our activities. Students are provided with a range of external opportunities and stakeholders including participation in Online Careers Fairs, seminars and engagement through a variety of seminars through Teaching and Learning.

IADT's response to Covid confirms the social mobility which IADT community champions including in person and online support services. Providing a high-quality Student Experience is central to the success of IADT in fulfilling its key responsibility to provide a positive environment for teaching, learning and research. IADT students rely on a range of resources to enable them to reach their full potential and assist them to develop knowledge, skills and competencies.

*Our team ensure that students' needs are met and that they enjoy their experience studying at IADT as independent learners. We welcome any feedback they give in order to improve our services and our doors are always open for any questions or queries they may have. We participate and promote the annual Student Survey to gather their feedback and take action where required.*

## Services available to IADT Students

**Disability Support Service** - IADT is committed to creating an accessible and open learning environment for all students, and it has been a part of the Disability Access Route to Education (DARE) scheme since 2017. IADT has one of the highest numbers of students registered with a disability nationally at 11%. The Disability Officer offers individualised support is offered to students with assessed disabilities in consultation with the student, their course requirements, and their identified areas of need. Students can avail of a range of academic, social and emotional supports.

**Student Learning Centre** - The Student Learning Centre is a psychology-led academic support service available to support all IADT students. The aim of the service is to empower students with the tools to become independent learners. The service also provides specialist support for students with neuro-diverse learning profiles, including Dyslexia, Dyspraxia, Autism Spectrum Disorder and ADD/ADHD. IADT takes a biopsychosocial approach with students recognising that social and emotional issues have a huge impact on students' academic performance.

**Student Counselling** - The objective of the Student Counselling Service is to ensure the highest quality of psychological support and interventions are provided to IADT students. Some of the difficulties which the Student Counsellor can support students through include depression, anxiety, panic, OCD, bereavement and loss, relationship concerns, low self-esteem, sexual identity and more. The mission of the service remains consistent with the core values of the IADT Counselling Service, which include respect, reputation, campus life, diversity, inclusion, and social responsibility.

**Health Centre** - Student Health provides confidential, timely and easily accessible onsite Nurse and GP led services and is available to all registered students at IADT undertaking programmes leading to an undergraduate or postgraduate qualification.

**Access Service** - The Access Service's aim is to support the participation of non-typical students at IADT, and to promote a teaching and learning environment suitable for IADT's diverse learners. It also manages the student assistance fund and provides financial support to students who qualify.

**Assistive Technology Service** - The Assistive Technology (AT) service works with the Disability Support Service, the Student Learning Centre and the Access office to support students with disabilities in IADT. It provides information and support about how students can make use of technology and adapt it to their study needs.

**First Year Focus (FYF)** - Making the transition to higher education is a significant step, and at IADT we pride ourselves on being a supportive, friendly, and accessible community. IADT is committed to ensuring that our first-year students having a positive, safe, memorable and unique experience during their first year at the institute. The FYF programme is an all-institute initiative that has all the information and support students need to quickly familiarise themselves with IADT's culture and campus. The First Year Focus programme is run over the first four weeks of the Autumn term and is co-ordinated by the Students' Union and the FYF team, with the assistance of the Student Experience Department, Faculties and staff.

**Final Year Matters (FYM)** - The FYM programme enhances graduates' employability with the objective of enabling IADT graduates to thrive in a rapidly changing workplace. FYM comprises a three-way partnership approach with students, staff and employers and increases the motivation between the classroom and enterprise while embedding digital literacies, disciplinary competencies, employer engagement and key transferrable skills. IADT students develop a set of unique graduate skills fostering their entrepreneurship, creativity and innovation and providing them with the capability to thrive in life and society.

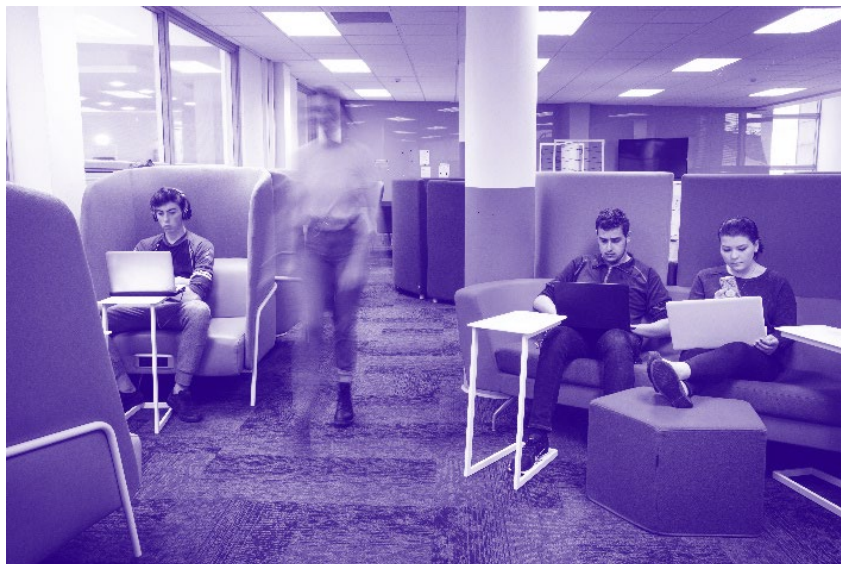


## IADT Library

IADT Library is at the centre of the institution supporting the teaching, learning, and research activities of students and faculty. The library occupies two floors: level one is a more informal and collaborative learning environment while the upper level houses the print collection and silent study spaces.

The library comprises a print collection of some 30,000 volumes and an extensive suite of online resources, including e-books, e-journals, databases, a film streaming service, undergraduate and postgraduate institutional repositories, and access to a comprehensive learning hub. All online resources are accessible 24/7 from any location and are underpinned by a comprehensive collection of library guides and support materials on the library website.

Library staff deliver one-to-one and group information skills sessions on finding books, articles, and other information resources; advanced database research via Shibboleth; planning, writing, and referencing assignments; using Zotero reference management software; and preparing a literature review.



## Information and Communications Services

Technology is at the heart of IADT, and information communication technology is a vital part of staff and student life. Information Services has a specialist team of professionals who offer an extensive range of computing and audio-visual (AV) services throughout the college, including computers, a support desk, reprographics, a wireless network and student email.

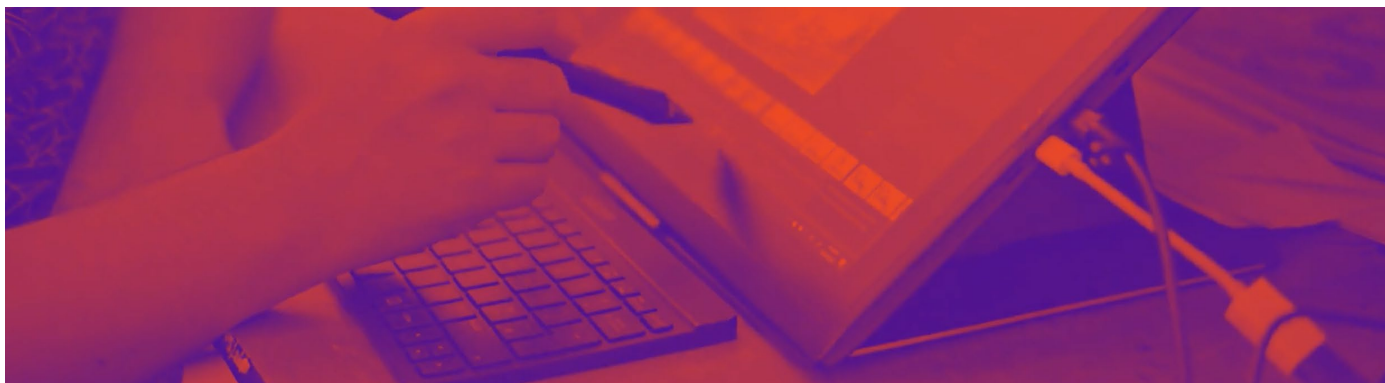
Once a student enters IADT, they have access to an extensive range of services and technology. IADT has



over 750 computer workstations and Apple Macs in various computer labs, library and research locations which have the latest and relevant software available to all students. Students may also avail of a number of specialist labs and digital resources for VR/AR, film editing, animation, model-making and psychology.

IADT's Virtual Learning Environment offers students a safe and secure place to share ideas with fellow classmates and their lecturers as well access the learning resources that they may need as part of their programme or module.

## Graduates and Careers



The IADT Careers Centre is available to help and support students and graduates in any aspect of their career planning and research. The Careers Centre offers confidential one-to-one advice, support, and information about career choice and planning across a broad range of topics both face to face and through workshops and seminars including: Building your Personal Profile and Pitching yourself, Competencies, Skills and Abilities, Crafting CVs / Portfolios, Assessment mechanisms – psychometrics and ability testing.

IADT Careers regularly partner with the key employers and industry professionals through employer-led events and interventions

- Career Boot-camps
- Panel Discussions
- Interview marathons
- Sector-specific mock interviews with target employers
- Targeted On-Campus Careers Fairs
- Alumni networking events
- Employer presentations
- Skills and competency-focused workshops

2020 Graduate Outcomes Survey – IADT had the highest response rate nationally.

### INSTITUTE RESPONSE RATE



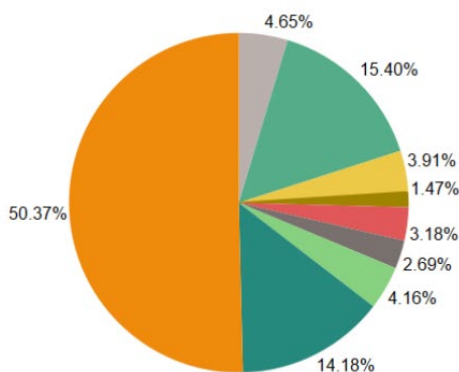
## Respondents in Employment



### Respondents in employment: 75%

Amongst the 409 IADT graduates surveyed in March 2020, 75% of responding graduates were employed in some capacity (including those who were due to start work in the next three months).

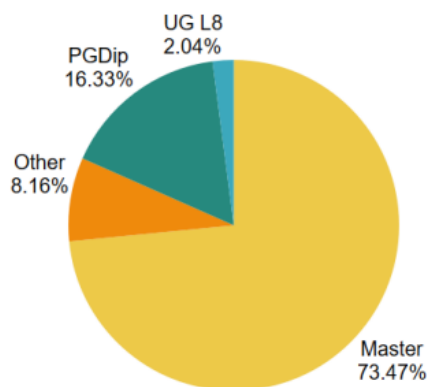
## Economic Status Overview



- Primarily in work and also studying
- Engaged in part-time further study or training
- Other Activity
- Working part-time
- Engaged in full-time further study or training
- Unemployed and looking for work
- Working full-time
- Due to start a job in the next 3 months
- Primarily studying and also in work

Of those in Further Study, 90% of responding 2020 graduates were pursuing either a Masters Degree (74%) or Postgraduate Diploma (16%).

## Award Sought





## Staff Profile

IADT has 484 academic, technical and professional staff. The complement of IADT staff in December 2021 is set out in Tables 1, 2 and 3.

	Female		Male		Other	
	Headcount	FTE	Headcount	FTE	Headcount	FTE
Academic (Core Funded positions)	135	59	144	68	1	1
Academic (Self-Funded Positions)	37	14	40	11	0	0
Professional, Management Administrative and Support Grades (Core Funded Positions)	64	55	33	29	0	0
Professional, Management Administrative and Support Grades (Self-Funded Positions)	18	3	11	2	1	1
Overall Headcount	254	130	228	110	2	2

Table 1: Staff Breakdown by Funding and Grade 2021 (FTE figures rounded up)

## Staff Number Growth

There has been a steady growth in our staff numbers over the past 3 years as demonstrated in Table 2 below.

Year	Headcount	FTE
2019	368	210
2020	497	222
2021	484	242

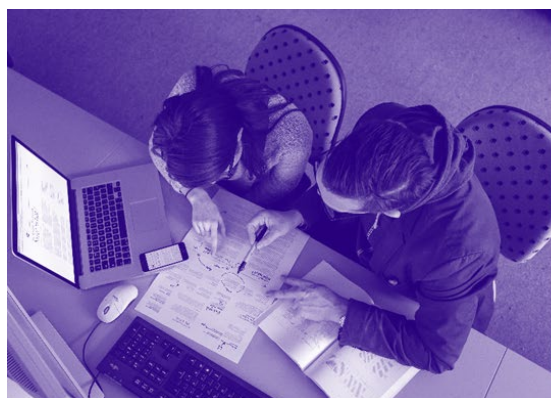
Table 2: Headcount and FTE 2019-2021 (FTE figures rounded up)

## Gender Balance

Overall Gender balance in IADT has been in favour of women over the last 3 year where the average male to female ratio is 53% female to 47% Male.

Year	Female (Headcount)	Female (FTE)	Male (Headcount)	Male (FTE)	Total (Headcount)	Total (FTE)
2019	201	110	167	100	368	210
% Female	55%	53%				
2020	278	117	219	105	497	222
% Female	56%	53%				
2021	255	131	229	111	484	242
% Female	53%	54%				

Table 3: Headcount & FTE by Gender (FTE figures rounded up)



## Qualifications (level 9 and 10)

The proportion of Academic staff in IADT qualified to doctoral level in 2021 is 38% (this figure is based on total number of fulltime and part-time academic staff). This figure does not include hourly paid staff. In 2021, approximately 95% of all academic staff were qualified to level 9 and or level 10 of the NFQ.

Given the changing landscape of the Institute of Technology Sector over the last 5 years and with the designation of a number of new Technological Universities, qualification profiles are becoming increasingly critical. Part of the criteria for designation of Technical University status is that 90% of academic staff must hold a Masters or Doctoral Degree and 45% of the overall academic staff cohort must hold a doctoral degree (10% of staff can seek equivalency based on qualifications and professional circumstances in certain instances).

The IADT qualification profile is positive, with 67% of our senior academic grades holding doctoral degrees and 40% of our lecturers. IADT is supporting an additional 8% of current academic staff on their PhD pathway.

Academic Grade	% of staff qualified to PhD level by Grade
<i>Academic Managers (SL11, SL111)</i>	<i>67%</i>
<i>Executive Team (Non-Academic Grade)</i>	<i>25%</i>
<i>SL1 Teaching</i>	<i>67%</i>
Lecturers	40%
Assistant Lecturers	23%

Table 4: Academic staff with PhD by Grade

## Continuous Professional Development (CPD) and Training

IADT provides a wide variety of Continuous Professional Development (CPD) and training opportunities to staff across the institute each year, both in-person and online and all staff are invited and encouraged to participate. Specific training courses provided in areas such as Equality, Diversity and Inclusion, Child Protection, IT systems, Health and Safety etc are compulsory and delivered on a rolling basis. Staff Development Days are planned annually with a theme for the programme offered. IADT provides free access for all staff to the full suite of online courses offered on LinkedIn Learning. IADT also has full membership in place with a training provider called DCM learning and staff can book relevant courses offered live online as well as access recorded sessions.

Individual staff may also apply for funding to participate in specific training events, professional development programmes and to attend conferences. Long-term study in relation to further qualifications are also supported both financially and with study leave.

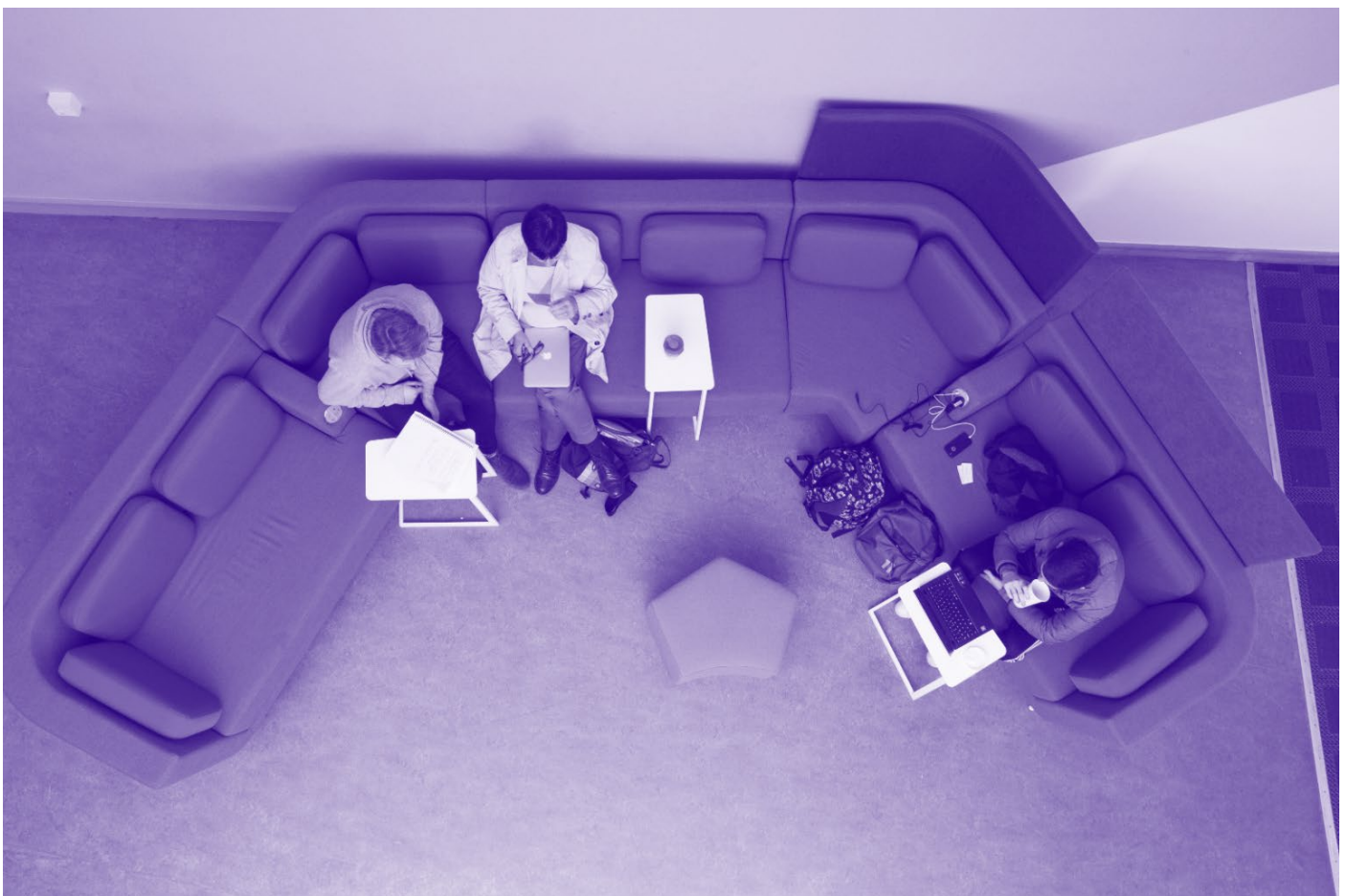
With regard to CPD in the area of Teaching and Learning, all staff are invited to take part in a number of CPD courses and events funded by the Institute, and in some cases, through external funding gained from the National Forum for the Enhancement of Teaching and Learning in Ireland. The Teaching and Learning Committee at IADT offers a number of programmes leading to Certificate awards of 15 ECTS each including Teaching and Learning; Technology Enhanced Learning; Assessment and Evaluation and Designing the UDL Curriculum. These Certificates can build towards a Postgraduate Diploma in Teaching and Learning of 60 ECTS. Over the past five years, over 90 staff members have completed or are currently undertaking at least one certificate, with 12 staff members having completed the full Postgraduate Diploma programme. Additional learning opportunities are available and advertised across the Institute including teaching induction, conference participation and lunchtime events and conversations.

## Sustainability

IADT strives to operate an environmentally friendly and energy-efficient institute and we embed the UN Sustainable Development Goals into our work in this area. We are committed to reducing the carbon footprint of the campus, improving the environmental and pedagogical quality of occupied spaces, waste management, water management and conserving and enhancing the ecological value of the campus through biodiversity measures. Sustainability initiatives that have been completed or are in train include reduction of paper-based literature; moving academic processes online e.g. exams, deferrals etc; increasing access to eBooks in the library and green procurement.

IADT operates a whole life cycle approach to management and planning of campus buildings. We are committed to reducing the carbon footprint of the campus, with a focus on ensuring the energy efficiency of new and existing buildings. In terms of new building projects and building refurbishments currently underway, IADT's objective is to develop low carbon impact buildings that use passive design measures, are low energy consumers and are sustainable buildings designed to be energy efficient and ensure healthy environments for all.

This year, IADT obtained approval for implementing energy efficiency updates to the Atrium building to the value of €450,000 under the HEA/SEAI Higher Education Energy Efficiency and Decarbonisation Pathfinder Programme. The Digital Media Building which will be under construction shortly has been designed and will be delivered with a strong focus on sustainability





collaborators  
and thinkers,  
alive with innovation  
and ideas...

create

**Top 10**

Top 10 Animation school in Europe

**No.1**

Oscar, BAFTA, EMMY and IFTA-winning alumni

**2020**

Global Recognition  
Variety's Top Film Schools

**NFS**

Centre of Excellence  
Home to the National Film School

# Corporate Governance

IADT operates under the primary legislation of the Institutes of Technology Act 1992 to 2006, and the Qualifications and Quality Assurance (Education and Training) (Amendment) Act 2019. The Institute additionally complies with all relevant legislation (for example Freedom of Information, Data Protection, Safety, Health and Welfare, Employment and Equality legislation). The Governing Body, appointed by the Minister for Minister for Further and Higher Education, Research, Innovation and Science (DFHERIS), has ultimate responsibility for the management and control of the affairs of the Institute.

The Institute is required to operate in accordance with the principles of good governance and to comply with such guidelines and practices as deemed appropriate by the Department of Further and Higher Education, Research, Innovation and Science. The Comptroller and Auditor General (C&AG) audits the accounts of the Institute to ensure that funding granted by the State has been properly used for the purposes for which it was granted. The Governing Body has established an Audit Committee, which has oversight of the C&AG audit, the Internal Audit and the Institute's processes of checks and balances.

The Institute is subject to policies generally falling into the following categories:

- External compliance policies (required by legislation, etc)
- Policies approved by Governing Body
- Executive policies noted by Governing Body

IADT operates with a structure of:

- Governing Body (with a Chair appointed by the Minister for DFHERIS)
- A President, who is the Chief Accountable Officer
- An Academic Council
- An Executive
- A Management Team
- A number of Working Groups and Sub-Committees
- Institute committees

Appropriate oversight of all business is maintained through these structures and mechanisms

The Governing Body is a statutory body appointed in accordance with the Institutes of Technology Acts 2006. Its composition is provided for in the Act. It consists of a Chairperson, seventeen ordinary members drawn from staff and representative organisations, and the President of the Institute.

The Governing Body is appointed for five years by the Minister for Education, and is comprised of the following:

- Chairperson (1)
- President (1)
- VEC Nominees (6)
- Staff of IADT (3)
- Students' Union (2)
- ICTU (1)
- Other \* (5)

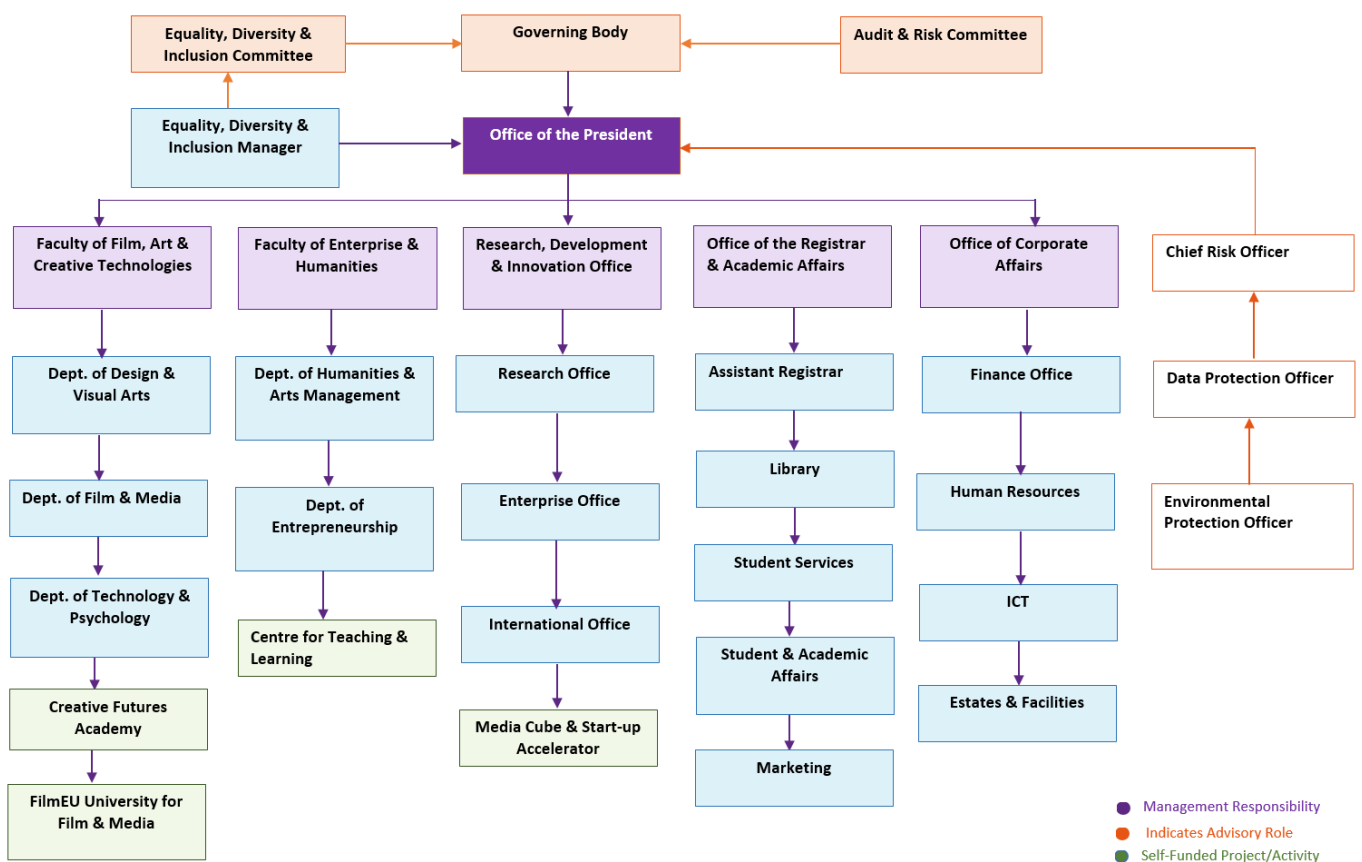
*\* Five other members are nominated on the recommendation of Academic Council, to reflect the nature of the programmes at IADT.*

The Governing Body has reserved functions and so is not involved in the delivery of executive functions of the Institute. Its principal function is the management and control of the affairs of the Institute and all property of the Institute and the performance of functions conferred on the Institute by the Act. All records pertaining to the Governing Body are maintained by the offices of the President and the Secretary/Financial Controller. These include:

- Standing orders
- Minutes of meetings
- President’s reports to Governing Body meetings
- General correspondence and reports

The Governing Body manages and controls the affairs of the college, the property of the college and has overall responsibility for institutional policy. Its functions are listed in the Institutes of Technology Act 2006.

The Governing Body focuses on the overall direction and strategic management of the Institute. It has a formal schedule of matters specifically reserved to it for decision to ensure that the direction of the Institute remains within the scope of the IoT Acts. In this regard, it considers proposals presented to it by the President. Items falling within its remit include acquisitions and disposals, major investments and capital projects, treasury and risk management policy and approval of major contracts. It also ensures that the Institute is fulfilling its strategic purposes, operating in accordance with its statutory obligations and that appropriate reporting systems are in place to support it in meeting its responsibilities.



*IADT Organisational Chart*



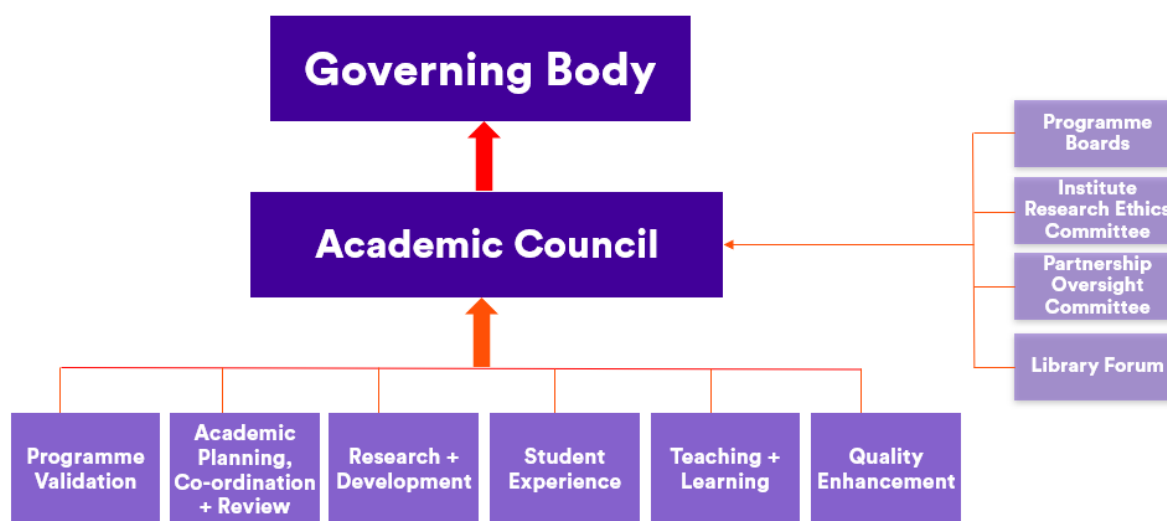
## Quality Assurance and Enhancement

IADT follows the policies and procedures of Quality and Qualifications Ireland (QQI) relating to education provision and the policies and procedures of the HEA and the Department of Further and Higher Education, Research, Innovation and Science as they apply to other areas of its operation. IADT has put in place a Quality Assurance Framework which is aligned with relevant QQI policies as well as international guidelines and policy instruments. Following IADT's designation as an awarding body in January 2020, the Academic Council of IADT adopted the QQI Generic Awards standards as its own.

With regard to external quality assurance, QQI is the statutory body with responsibility for the external quality assurance of IADT. IADT's Quality Assurance Framework sets out the key documents, both internal and external, which together provide a clearly stated set of policies and procedures for the provision of quality education services and the assessment and review of the provision of these services. In addition to its Quality Framework, IADT has specific policies and procedures for the effective provision of higher education, a research environment, as well as industry and community engagement opportunities, ensuring high quality and relevant learning experiences.

### Quality assurance decision-making fora

Academic Council is appointed to assist Governing Body in the planning, coordination, development and oversight of the academic work of the Institute and to protect, maintain and develop the academic standards of Institute programmes. Academic Council has appointed six Sub-Committees that regularly report to the council



Academic Council and Sub-Committees

### IADT Quality Assurance Framework

The [Quality Assurance Framework](#) is intended to cover all policies and procedures developed by the Institute and approved by Academic Council or Governing Body. IADT aim to state our goals and describe our processes in clear, helpful documents which are easy to read, and to implement.

IADT has formally adopted the Standards and Guidelines for Quality Assurance in the European Higher Education Area 2015 (ESG), as endorsed by the Ministers of Education in the European Higher Education Area, as a set of standards and guidelines for internal quality assurance in higher education, recognising that the ESG are not standards for quality, nor do they prescribe how the quality assurance processes are implemented, but they provide guidance, covering the areas which are vital for the successful quality provision and learning environments in higher education.

The focus of the ESG on quality assurance related to learning and teaching in higher education, including the learning environment and relevant links to research and innovation offers IADT a model by which to put its commitment to making the learner experience central to its work and decision-making. IADT commits to the following:

**Policy for Quality Assurance** - Maintaining a documented policy for quality assurance that is made public and informs strategic management. All internal stakeholders are invited to be part of its development, implementation and review. Inclusive and participative structures and processes are in place which also make provision for the involvement of external stakeholders.

**Design and Approval of Programmes** Maintaining a documented process for the design and approval of all programmes. Programmes must be consistent with and contribute to the achievement of our vision, mission and strategic priorities as stated in the IADT strategic plan. Amongst other criteria leading to the approval of a proposed programme, it must be evidenced that programmes are designed so that they meet the objectives set for them, including the intended learning outcomes, at a programme and modular level. The qualification resulting from a programme should be clearly specified and communicated, and refer to the correct level of the national qualifications framework for higher education and, consequently, to the Framework for Qualifications of the European Higher Education Area.

**Student-Centred Learning, Teaching and Assessment** - Ensuring our programmes are provided in ways that encourage students to take an active role in creating the learning process, and that our assessment of students reflects this approach.

**Student Enrolment, Progression, Recognition and Certification** - Consistently applying pre-defined and published regulations covering all phases of the student "life cycle", e.g. student entry and enrolment, progression, recognition and certification, to ensure amongst other things that our programmes are as widely accessible as possible

**Staff** - Assuring ourselves of the competence of our staff, applying fair and transparent processes for the recruitment and development of all staff. It is the IADT policy to prioritise investment in Staff

Training, Learning and Development initiatives which support IADT to implement Strategic and Operational Plans. Guidance on the arrangements in place to support staff training, learning and development in IADT are outlined in the "Staff, Training, Learning and Development Policy". IADT is an equal opportunities employer and is committed to equality of opportunity for existing and potential employees and to ensuring compliance with legislative provisions. The Institute is committed to equality of opportunity as outlined in the IADT "Equal Opportunities Policy". Accordingly employment and promotion decisions will be based on merit, qualifications, abilities, skills, knowledge and attitude required to perform the job effectively, efficiently and to the standards required now and into the future.

**Learning Resources and Student Support** - Ensuring the best allocation possible of funding for learning and teaching activities and ensuring that adequate and readily accessible learning resources and student support are provided.

**Information Management** - Collecting, analysing and using relevant information for the effective management, development and improvement of our programmes and other activities.

**Public Information** - Publishing information on our activities, including our programmes, which is clear, accurate, objective, up-to date and readily accessible.

**On-Going Monitoring and Periodic Review of Programmes** - Monitoring and periodically reviewing our programmes to ensure that they achieve the objectives set for them and respond to the needs of students and society. We intend that these reviews should lead to continuous improvement of the programmes and that any action planned or taken as a result will be communicated to all those concerned.

**Cyclical External Quality Assurance** - Fully participating in external quality assurance reviews, such as those conducted by QQI.

## **Equality, Diversity + Inclusion**

IADT believes that embracing equality, diversity and inclusion in the workplace benefits not just the Institute but also individual staff and students, departments, and our stakeholders. All our staff and students bring their own background, work style, distinct capabilities, experience, and characteristics to their work. We recognise that our talented and diverse Institute reflects the diversity of the wider community outside of IADT and we want to utilise the widest range of skills, knowledge, and experience in our Institute while complying with legislative requirements. As well as treating people with dignity and respect, the Institute strives to create a supportive environment in which both staff and students can flourish and reach their full potential, regardless of differences, experience, or education. Harnessing the wide range of perspectives this diversity brings promotes innovation and helps make us more creative and competitive

To this end, IADT has a comprehensive Equality, Diversity and Inclusion (EDI) Policy. It sets out the Institute's commitment to EDI in conjunction with the legislative context of equality in Ireland. The Institute also has a Code of Practice for the Employment of Staff with a Disability. This Code of Practice is to assist all IADT staff with a disability and prospective staff with a disability.

### **Athena Swan**

The Athena SWAN Charter is an accreditation framework that is used across the globe to support and transform gender equality in higher education (HE) and research. Athena SWAN launched in Ireland in 2015 and versions of the charter are in place in the UK, Australia, the USA, India and Canada.

Engagement with the Athena SWAN charter is a key pillar of Ireland's national strategy for gender equality in higher education. The Department's Gender Action Plan 2018-2020 has explicit recommendations and actions for HEIs in relation to the attainment of Athena SWAN certification and eligibility for research funding. Institutional access to Athena SWAN Ireland is provided by the Higher Education Authority.

### **Athena SWAN self-assessment team (SAT)**

Following an unsuccessful submission in 2019, the Institute aims to apply for Athena SWAN Bronze accreditation in 2022, this time under the revised charter framework for Ireland. The self-assessment process in the Institute is overseen by the SAT. The SAT is reflective of the gender profile of the staff body, with representation from academic and PMASS staff, and students are represented by the IADTSU VP Welfare and Equality. It is chaired by the EDI Manager. The SAT reports to the EDI Committee of Governing Body via the EDI Manager, who also presents a report on its work to the monthly meeting of the IADT executive and central management team.

### **Framework for Consent**

IADT is committed to the development of an institutional campus culture which is safe, respectful, supportive and clear in the condemnation of unwanted and unacceptable behaviours. We are actively working to implement the Framework for Consent in HEIs: Safe, Respectful, Supportive and Positive: Ending Sexual Harassment in Irish Higher Education Institutions and the THEA PROPEL Report; Promoting Consent and Preventing Sexual Violence for Higher Education Institutions.

In line with national requirements, the Institute has an Action Plan to Tackle Sexual Violence and Harassment. The Action Plan takes a whole of institution approach, and has actions on institutional culture, recording, policy and procedures, and targeted initiatives. The HEA requires that institutions report progress on the implementation of the Framework for Consent. IADT is committed to ensuring consistent progress in the area of sexual consent.

### **PROPEL Working Group**

The IADT Promoting Consent & Preventing Sexual Violence (PROPEL) Working Group oversees the implementation of the Action Plan. Membership comprises of key stakeholders including academics, student support services, EDI, IADTSU, HR and external specialist organisations.



# Research, Development and Innovation



To support IADT’s ambition of growing and increasing the current levels of research activity and industry engagement, the Directorate of Research, Development and Innovation (RDI) is currently refocusing the Institute’s approach to raising the levels of international collaborations and industry interaction.

The RDI will provide its core research and innovation services with an overarching goal of increasing strategic research collaborations and sustaining and growing industry involvement in order to generate increased research excellence, impact and revenue.

The RDI comprises of four diverse areas, including Research, Enterprise + Innovation, Strategic Engagement and Internationalisation. We engage externally with a wide range of stakeholders, partners and collaborators in the public and private sector at a local, national and international level.

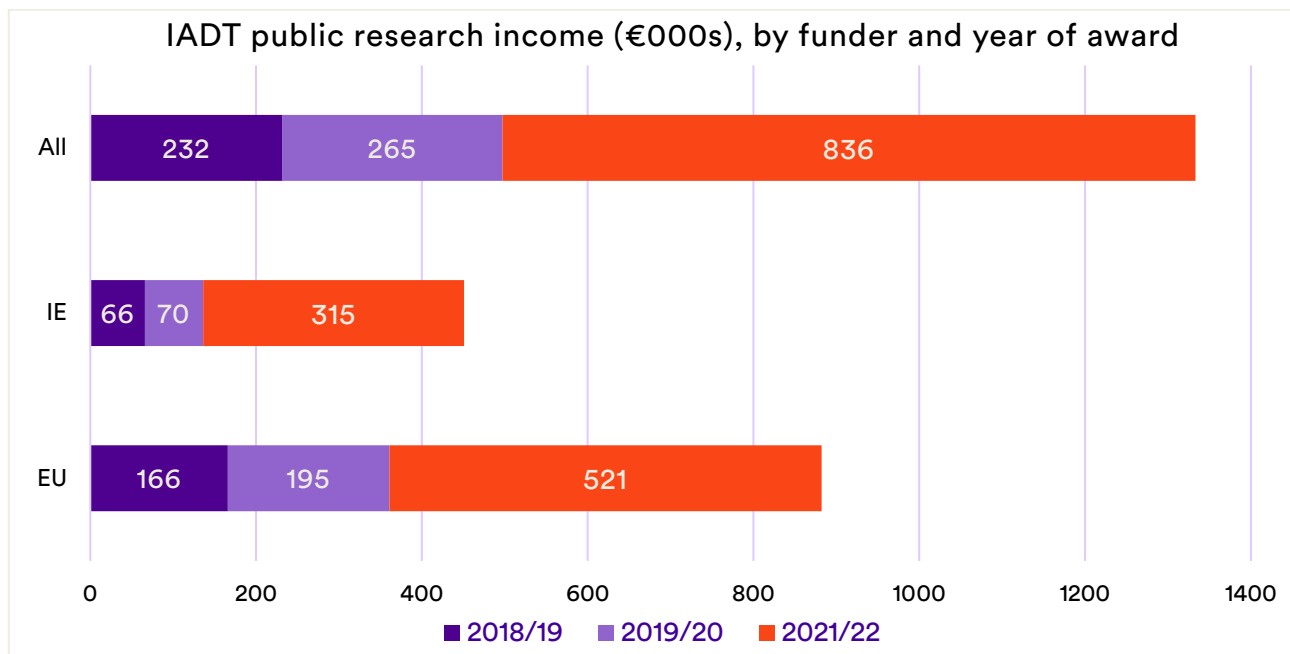
## Research

Research takes place across all academic departments at IADT and is supported by the Research Office. In particular, the Research Office advises on applications for research funding and coordinates admissions to the Masters by Research Programme.

Academic staff and postgraduate research students across IADT lead or collaborate in research projects across the research spectrum – practice-based and scholarly, basic and applied - working with a diverse range of stakeholders and collaborators in the public and private sectors, at local, national and global level. With research taking place in art, design, entrepreneurship, film, media, psychology, technology, and in many areas of the humanities, we tackle big questions across the creative industries and address some of the most important societal challenges, including equality, diversity, and sustainability. We also investigate and develop innovative approaches to teaching and learning across disciplines in our pedagogical research. Research outcomes and results are published in leading, peer-reviewed journals and in books published by internationally renowned publishers, including Bloomsbury, Cambridge University Press, Cork University Press, Palgrave Macmillan, and Routledge.

In addition to IADT’s participation in the European University FilmEU, IADT is also a part of the European Graduate School led by the University of Rennes, Creative Approaches to Public Space (GS-CAPS), and a partner in the New European Bauhaus. In our Public Design Lab, we explore design for social good, ensuring those whose needs are underserved or overlooked can have access to the newest design methodologies and technologies to solve their problems and improve life for everyone in our wider communities.

We lead or participate in a range of other EU-funded projects, funded through Erasmus+ and Horizon 2020. In current projects, we collaborate with 13 HEIs and 16 industry and civil society partners across 14 member states, and with further partners in Ukraine and the United Kingdom. Our research is also funded by the Irish Research Council, Science Foundation Ireland and the Higher Education Authority. With our partners in the UK, we are home to the innovative digital humanities project Feminist Art Making History, which is funded by the Irish Research Council and the UK Arts & Humanities Research Council. IADT's public research funding has grown year-on-year and amounted to €1.3m income to IADT (2018-21).



**Some of IADT’s current research interests and expertise include:**

- Cultural policy and institutions, including heritage and museums
- Various aspects of cyberpsychology, in contexts including online dating, bullying, safety, adjustment to higher education, mental health, sports, and crime.
- Human-computer interaction, user experience, and user interaction
- Storytelling and narrative practice, including creative non-fiction and new media
- The ‘smart economy’, including new thinking around life in cities and towns
- Arts practice, including collaborative practice and socially engaged practice
- Interdisciplinary approaches to cultural life and to public cultures
- Visual and material culture, including historical and comparative approaches, in areas such as graphic design, animation, and photography
- Entrepreneurship, including in creative contexts, entrepreneurship education, and female entrepreneurs

The Research Office also provides services to the academic community at IADT including funding advice, events, training (including a new development programme planned for 2022-23), and representation at national and international fora in respect of research.

Postgraduate research at IADT takes place in the Masters by Research programme, which offers a unique opportunity for candidates to develop a flexible, independent programme of study in a discipline offered at IADT, leading to the Level 9 award on the National Framework of Qualifications. The candidate’s programme of research is developed with strengths, interests and future career development in mind, supported by a supervisory team drawn from one or more academic department; projects can encompass elements of practice as well as theory. The two-year full-time programme, which is also available part-time over three years, includes research skills training supporting students to become independent researchers, capable of advancing knowledge in the field, and offer through engagement with the wider IADT community, networking opportunities, publication and conference prospects, undergraduate teaching and tutoring provision.

The table below sets out the number of students that were enrolled on Masters by Research programmes at IADT over the past five years.

Masters by Research Students Enrolled at IADT by Discipline Area

Discipline Area	2017/18	2018/19	2019/20	2020/21	2021/22
Humanities	1	0	0	0	0
Entrepreneurship	2	0	0	0	0
Film and Art	6	6	5	7	9
Technology and Psychology	3	3	3	2	1
<b>TOTAL</b>	<b>12</b>	<b>9</b>	<b>8</b>	<b>9</b>	<b>10</b>

## Enterprise + Innovation

Enterprise + Innovation at IADT has a key function within the Directorate of RDI and has a wider local and national impact that benefits society and the economy by supporting researchers, students, and industry to drive innovation. The Enterprise and Innovation team seeks out new opportunities, builds partnerships with industry and national agencies, and aims to add value at every stage. IADT delivers a suite of services and facilities in partnership with local and national government agencies and enterprise partners through an incubation centre, accelerator programmes and innovation partnership activities.

The Media Cube is IADT's start-up innovation centre based on the IADT campus. The Media Cube houses 15 client companies and provides bespoke supports to our companies including onsite expertise, mentorship, VC in residence, access to professional business knowledge and external networking opportunities.

IADT Media Cube and NovaUCD secured €1.6m in funding from Enterprise Ireland in 2021 to operate the 5-year New Frontiers entrepreneur programme. The New Frontiers programme provides support and resources, as well as funding from Enterprise Ireland, to budding entrepreneurs that are getting their businesses off the ground. The programme aims to support up to 265 entrepreneurs in the greater South Dublin area incorporating Dún Laoghaire-Rathdown and North Wicklow. The purpose of this entrepreneurship programme is to fast track the growth of innovative businesses who have the capacity to scale internationally.

IADT continues to develop the entrepreneurial strengths of our student body by supporting the annual facilitated Start-Up Student Bootcamp programme in collaboration led by the Department of Entrepreneurship in collaboration with the Media Cube. The aim of the programme is to boost student entrepreneurship skills within the Institute through a series of Start-Up workshops and invited expert speakers.



IADT is a partner in the Dublin Region Innovation Consortium (DRIC) which is comprised of TU Dublin (Lead), Dún Laoghaire Institute of Art, Design and Technology, Dublin Institute for Advanced Studies and the National College of Ireland. DRIC assists in knowledge transfer and commercialising leading-edge research. Through DRIC IADT has access to a series of events and training workshops on intellectual property, commercialisation, licences, invention disclosure competitions and have access to advice and support from licensing executives.



## Collaborations and Relationships

IADT actively seeks out and puts in place collaborations and relationships which encourage diversity, enhance the student experience and assist the institute in achieving its range of strategic objectives. Listed below are the main collaborations that are in place currently at IADT.

### Dublin Learning City

IADT is an active member of Leinster Pillar One Cluster and it Co-Chairs Dublin Learning City along with Marino Institute. IADT represented Dublin Learning City in Korea in 2020 and received the UNESCO International Learning City Award for Dublin. Dublin Learning City is a partnership that is collaborating to advance Dublin as a learning region, as defined by UNESCO. This project is funded through the Programme for Access to Higher Education (PATH) and the Higher Education Authority (HEA).

While IADT and Marino Institute of Education (MIE) are the lead partners, this project is a very good example of what can be collectively achieved through collaboration. The project is a partnership between IADT, University College Dublin (UCD), Trinity College Dublin (TCD), National College of Art and Design (NCAD) and the Royal College of Surgeons in Ireland (RCSI). All parties played a key role in achieving the award for Dublin. We also work in partnership with Dublin City Council, City of Dublin Education and Training Board (CDET) and Dublin Dun Laoghaire Education and Training Board (DDLETB). Other initiatives include a 1916 Bursary programme, Creative Arts Summer Schools, Open Learning and Mentoring programmes.

### IADT + Further Education Colleges in Ireland

Since its inception, IADT has fostered links with institutes of Further Education, both on a local and on a sectoral level. The Institute reserves up to 10% of places on undergraduate programmes for entrants from the FE sector. The numbers of such entrants vary from year to year and from programme to programme, but, overall, the intake from the FE sector remains steadily above 15%.

In order to deepen these links, IADT has established more formal links with individual FE Institutes. To this end, six (6) Memoranda of Understanding (MOU) have been signed with a cluster of local colleges:

- Blackrock Further Education Institute (BFEI)
- Bray Further Education Institute (BIFE)
- Dundrum College of Further Education (DCFE)
- Dun Laoghaire Further Education Institute (DFEI)
- Sallynoggin College of Further Education (SCFE)
- Stillorgan College of Further Education

### IADT + Sound Training College, Dublin

IADT offers a BA (Hons) in Creative Music Production that is delivered collaboratively by IADT and the Sound Training College (STC). This unique programme utilises some of Ireland's leading commercial recording studios as teaching spaces. Lecturers include some of the finest sound engineering/music industry practitioners in the contemporary music scene. This shared delivery offers mutually distinct benefits; appropriate modules will be taught in commercial studio and music production facilities at STC. This programme has been evolving to meet the needs of the industry and from September 2019 a new pathway in Creative Music Practice was introduced.

### IADT + George Brown College, Canada

IADT offers an MA in Design for Change which has been designed in collaboration with the Institute Without Boundaries, George Brown College in Toronto. Through collaborative practices, the programme provides candidates with a systematic and in-depth knowledge of integrated design strategies. They will develop critical awareness and employ advanced design methodologies. The programme responds to the needs of industry for graduates with the required combination of knowledge, skills and competencies to work within interdisciplinary teams in the broader design, technology and professional services sectors.

### IADT + Sheridan College, Ontario, Canada

The MA in 3D Animation is Ireland's first Master's degree in 3D Animation and was developed by IADT in association with Sheridan College, Ontario. This course is an advanced practical programme that teaches the skills needed to excel in the world of 3D Animation. Learning in a digital studio environment from lecturers and practitioners who are active in industry, students will get technical and production skills plus a thorough critical understanding of the modern animation landscape. This is a shared MA programme with Sheridan College Ontario and welcomes Irish, Canadian and international students to the full programme.

### IADT + Loras

A Memorandum of Understanding between Loras College (Dubuque, Iowa, USA) enables Loras students to spend a semester at IADT. Annually a group of approximately 7-10 Loras students come and pursue a semester of study at IADT comprising modules from the Faculty's suite of programmes and a work placement element organised by Loras but hosted in Dublin.

### IADT + Viewfinder

VIEWFINDER is an Erasmus Mundus Joint Master Degree in Cinematography presented by a consortium of partners made up of the following:

- IADT
- The University of Theatre and Film Arts, Budapest, Hungary (SZFE)
- The Baltic Film, Media, Arts and Communication School of Tallinn University, Estonia, (BFM)

The programme brings together three established film schools to offer a joint practice-based programme delivered over two years in three cities. Twenty students from all around the world will study in Dublin for the first semester, in Budapest for the second semester and in Tallinn for the third semester. In the fourth semester, the student body will be divided equally across the three schools. The Viewfinder programme is sponsored and supervised by the EACEA - Education, Audio-visual and Culture Executive Agency of the European Commission and is an Erasmus Mundus Programme which offers two-year scholarships to some of the selected European and non-European students.

### KINOEYES Erasmus Mundus MA in Filmmaking

2021 was the launch of KINOEYES 7, a joint Erasmus Mundus MA in Filmmaking of which IADT has become the newest full partner. Now in its 7th edition, KINOEYES has a strong history of film education at this level. The MA in Filmmaking is delivered by four different Film Schools in four European countries, including Lusofona University in Lisbon, Portugal; Screen Academy Scotland/ Napier University; The Baltic Film Media, Arts and Communications School, Tallinn, Estonia and IADT. The academic structure of this four-semester programme follows the workflow of an actual film production. It is aligned with the needs of today's professionals and organisations scattered along the film production and distribution value chain. Entry to this consortium cements IADT's ever-growing reputation as a favoured educational provider in the Cultural and Creative Industries.

## Creative Futures Academy

Human Capital Initiative has funded the Creative Futures Academy, a collaboration between IADT, NCAD, and UCD. The CFA brings together the three HEIs and the creative industries, with a mandate to meet changing and future needs. It is a major investment in the creative and cultural industries sectors, and an ambitious and dynamic solution to evolving skills needs. It will empower creative practitioners from a range of disciplines, and at different stages of their learning (undergraduate and postgraduate) with the sustainable and adaptable skills and attributes that they will require to shape the future of the creative sectors in Ireland and beyond. It does this through focusing on innovation and talent development in the creative arts and industries, including design-led innovation, artistic and cultural production, and disruptive creative technologies, and has been devised to meet industry demand for continuous professional development, lifelong learning, and micro-credentials, providing graduates with the skillsets required by creative industry enterprises (from multinationals to startups).

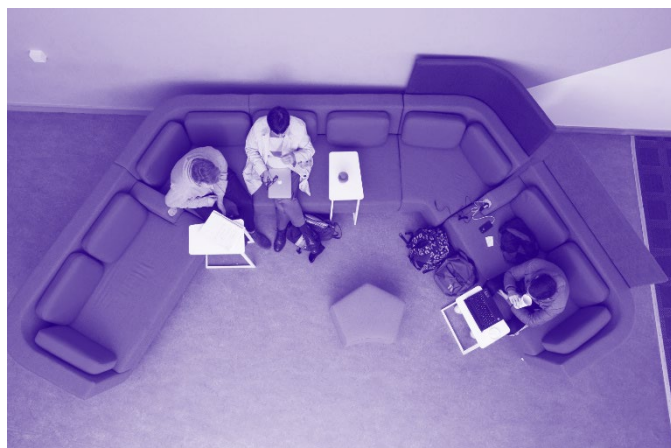
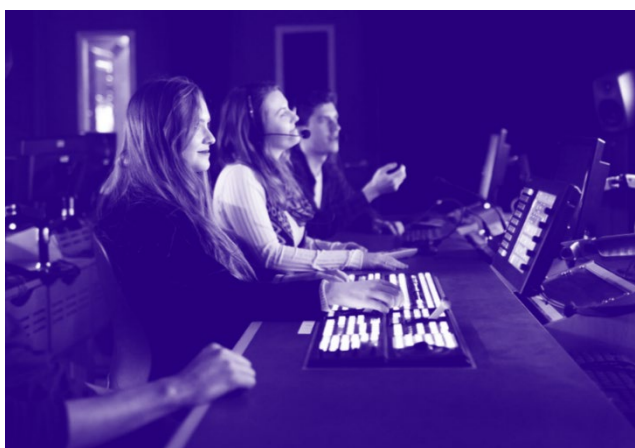
The CFA addresses a broad range of the creative industries in Ireland today, including digital and screen culture, cinema, literature, broadcasting, art, design, and fashion. One key early outcome of CFA research and collaboration, which addresses an issue identified in both the Bamford and Granville reports, is the development of a systematic Creative Attributes Framework, which supports curriculum development and learning outcomes in line with emerging and future needs, in order to create a platform for life-long learning for creative and cultural practitioners.

## European Universities Initiative + FilmEU

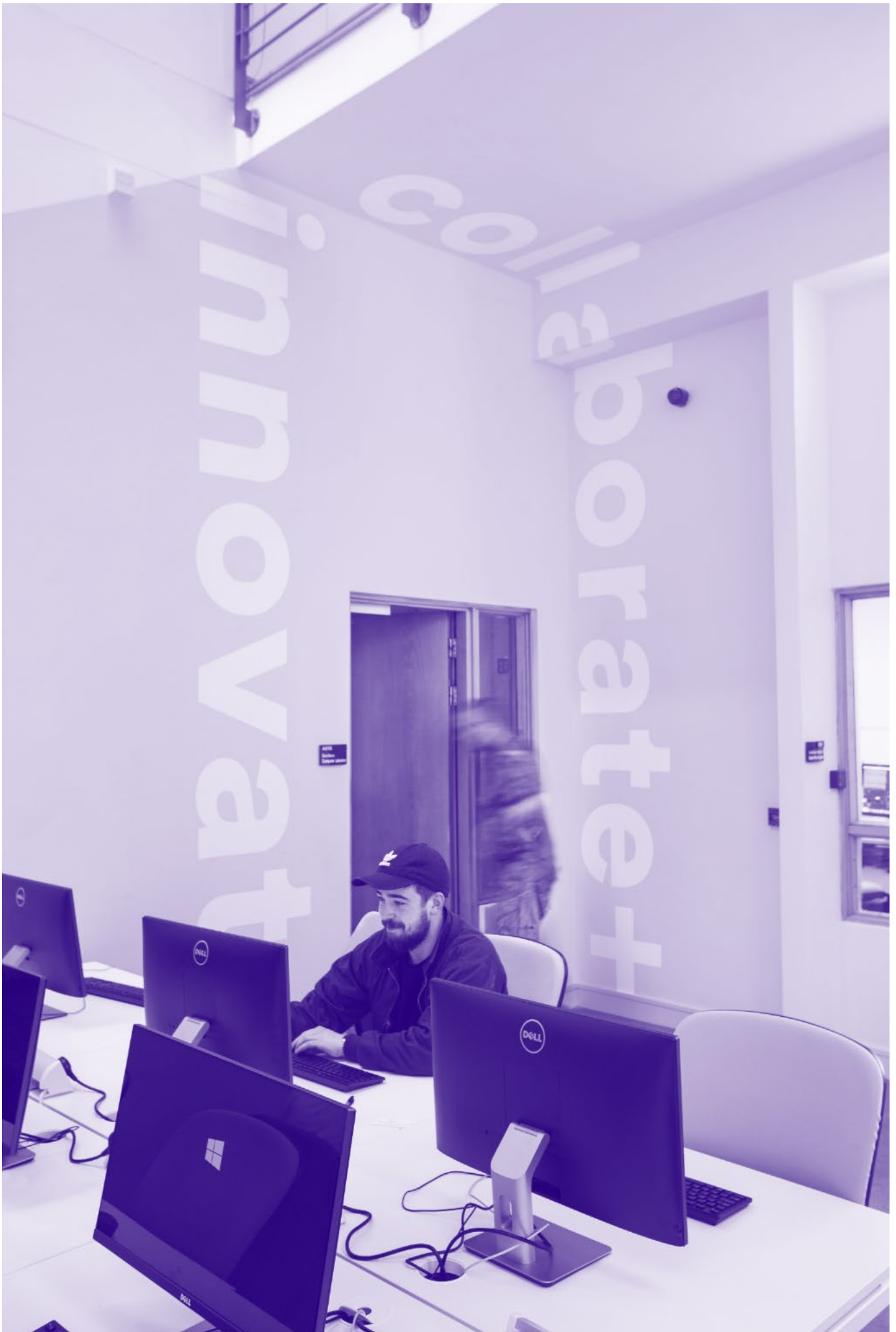
Irish institutions, especially in the IoT/TU sector, have been active and successful in participating in the European Universities Initiative. This initiative, with substantial funding coming from EU schemes (Erasmus+ and Horizon 2020) supports development towards future European universities, including joint or collaborative work in teaching and research, and alignment of processes in areas ranging from human resources to information technology.

IADT is one of the four partners in FilmEU, the European university for film and media arts. There are only two (of 41) proposed European universities in the broad fields of the creative arts and industries (the other, which does not have Irish participation, is in fine art). FilmEU has made significant progress including the submission of applications for a doctoral network (focused on artistic and practice-led research) and joint Masters (addressing specific industrial areas such as videogames and sound) and is in 2022 launching pilot multi-national research clusters in various areas of the creative industries.

The emerging model of support for these initiatives includes contributions from Member States and access to general and targeted Union funding through multiple routes. In 2023, FilmEU and other alliances will be invited to apply for a further six years of EU funding, to 'build upon the institutional cooperation achieved so far and to further deepen, intensify and expand the effectiveness of this existing cooperation in order to progress towards the long-term vision of the 'European Universities'.







# Appendix 1 - IADT Programmes

PROGRAMME	FACULTY	DEPARTMENT
BA (Hons) 3D Design, Modelmaking + Digital Art	Film, Art + Creative Technologies	Department of Design + Visual Arts
BA (Hons) Animation	Film, Art + Creative Technologies	Film + Media
BA (Hons) Art	Film, Art + Creative Technologies	Department of Design + Visual Arts
BA (Hons) Arts Management	Entrepreneurship + Humanities	Humanities + Arts Management
BA (Hons) Creative Music Production	Film, Art + Creative Technologies	Film + Media
BA (Hons) Design for Film	Film, Art + Creative Technologies	Department of Design + Visual Arts
BA (Hons) Design for Stage and Screen - Character Makeup Design	Film, Art + Creative Technologies	Department of Design + Visual Arts
BA (Hons) Design for Stage and Screen - Costume Design	Film, Art + Creative Technologies	Department of Design + Visual Arts
BA (Hons) Design for Stage and Screen - Production Design	Film, Art + Creative Technologies	Department of Design + Visual Arts
BA (Hons) Digital Marketing	Entrepreneurship + Humanities	Entrepreneurship
BA (Hons) English + Equality Studies	Entrepreneurship + Humanities	Humanities + Arts Management
BA (Hons) English, Media and Cultural Studies	Entrepreneurship + Humanities	Humanities + Arts Management
BA (Hons) Film	Film, Art + Creative Technologies	Film + Media
BA (Hons) Film and Television Production	Film, Art + Creative Technologies	Film + Media
BA (Hons) Graphic Design	Film, Art + Creative Technologies	Department of Design + Visual Arts
BA (Hons) New Media Studies	Entrepreneurship + Humanities	Humanities + Arts Management
BA (Hons) Photography	Film, Art + Creative Technologies	Film + Media
BA (Hons) Photography and Visual Media	Film, Art + Creative Technologies	Film + Media
BA (Hons) Television	Film, Art + Creative Technologies	Film + Media
BA (Hons) Visual Communication Design	Film, Art + Creative Technologies	Department of Design + Visual Arts
BBus (Hons) Business Management	Entrepreneurship + Humanities	Entrepreneurship
BBus (Hons) Digital Marketing and Sales	Entrepreneurship + Humanities	Entrepreneurship
BBus (Hons) Entrepreneurship	Entrepreneurship + Humanities	Entrepreneurship
BBus in Applied Entrepreneurship	Entrepreneurship + Humanities	Entrepreneurship
BSc (Hons) Applied Psychology	Film, Art + Creative Technologies	Technology + Psychology
BSc (Hons) Creative Computing	Film, Art + Creative Technologies	Technology + Psychology
BSc (Hons) Creative Media Technologies	Film, Art + Creative Technologies	Technology + Psychology
Certificate in Applied Digital Business	Entrepreneurship + Humanities	Entrepreneurship
Certificate in Assessment + Evaluation	Entrepreneurship + Humanities	Entrepreneurship
Certificate in Business in Digital Start-Up	Entrepreneurship + Humanities	Entrepreneurship
Certificate Critical Research (Foundations, Futures + Skills)	Film, Art + Creative Technologies	Technology + Psychology
Certificate Cultural Event Management	Entrepreneurship + Humanities	Entrepreneurship
Certificate Cyberpsychology	Film, Art + Creative Technologies	Technology + Psychology
Certificate Data Visualisation	Film, Art + Creative Technologies	Technology + Psychology
Certificate Design Thinking	Film, Art + Creative Technologies	Technology + Psychology
Certificate Digital Sculpting and Modelling	Film, Art + Creative Technologies	Film + Media
Certificate Fundamentals of User Experience Design	Film, Art + Creative Technologies	Technology + Psychology
Certificate Learning + Teaching	Entrepreneurship + Humanities	Entrepreneurship
Certificate Multi Camera TV	Film, Art + Creative Technologies	Film + Media
Certificate New Ways of Telling Stories	Film, Art + Creative Technologies	Film + Media
Certificate Producers as Leaders	Film, Art + Creative Technologies	Film + Media
Certificate Production Management	Film, Art + Creative Technologies	Film + Media

PROGRAMME	FACULTY	DEPARTMENT
Certificate Production Management for Animation	Film, Art + Creative Technologies	Film + Media
Certificate Radio Production	Film, Art + Creative Technologies	Film + Media
Certificate Research Methods for Creative Practices	Film, Art + Creative Technologies	Film + Media
Certificate Single Camera Factual Production	Film, Art + Creative Technologies	Film + Media
Certificate Sport Psychology	Film, Art + Creative Technologies	Technology + Psychology
Certificate Strategic Finance and Taxation	Entrepreneurship + Humanities	Entrepreneurship
Certificate Technology Enhanced Learning	Entrepreneurship + Humanities	Entrepreneurship
Certificate Universal Design for the Learning Curriculum	Entrepreneurship + Humanities	Entrepreneurship
Certificate Writing TV Drama	Film, Art + Creative Technologies	Film + Media
MA 3D Animation	Film, Art + Creative Technologies	Film + Media
MA Art + Research Collaboration	Film, Art + Creative Technologies	Department of Design + Visual Arts
MA Broadcast Production	Film, Art + Creative Technologies	Film + Media
MA by Research	Film, Art + Creative Technologies / Entrepreneurship + Humanities	
MA by Research in Applied Psychology	Film, Art + Creative Technologies	
MA by Research in Humanities	Entrepreneurship + Humanities	
MA Cinematography	Film, Art + Creative Technologies	Film + Media
MA Creative Production and Screen Finance	Film, Art + Creative Technologies	Film + Media
MA Design for Change	Film, Art + Creative Technologies	Department of Design + Visual Arts
MA Producing and Directing Television	Film, Art + Creative Technologies	Film + Media
MA Screenwriting for Film + Television	Film, Art + Creative Technologies	Film + Media
MBA by Research	Film, Art + Creative Technologies / Entrepreneurship + Humanities	
MBA Cultural Event Management	Entrepreneurship + Humanities	Entrepreneurship
MBA Digital Entrepreneurship	Entrepreneurship + Humanities	Entrepreneurship
MBA Equality, Diversity + Inclusion	Entrepreneurship + Humanities	Entrepreneurship
MSc by Research	Film, Art + Creative Technologies / Entrepreneurship + Humanities	
MSc Cyberpsychology	Film, Art + Creative Technologies	Technology + Psychology
MSc Data Visualisation	Film, Art + Creative Technologies	Technology + Psychology
MSc User Experience Design	Film, Art + Creative Technologies	Technology + Psychology
Postgraduate Diploma in Business Equality, Diversity + Inclusion	Entrepreneurship + Humanities	Entrepreneurship
Postgraduate Diploma in Cultural Event Management	Entrepreneurship + Humanities	Entrepreneurship
Postgraduate Diploma in Data Visualisation	Film, Art + Creative Technologies	Technology + Psychology
Postgraduate Diploma in Digital Content Creation for Business	Entrepreneurship + Humanities	Entrepreneurship
Postgraduate Diploma in Digital Entrepreneurship	Entrepreneurship + Humanities	Entrepreneurship
Postgraduate Diploma in Series Production	Film, Art + Creative Technologies	Film + Media
Postgraduate Diploma in User Experience Design	Film, Art + Creative Technologies	Technology + Psychology



## Appendix 2 – Abbreviations + Acronyms

Abbreviation /Acronym	Full Name
2D	Two Dimensional
3D	Three Dimensional
ADD/ADHD	Attention Deficit Disorder / Attention Deficit Hyperactivity Disorder
AR	Augmented Reality
AT	Assistive Technology
AV	Audio Visual
BAFTA	British Academy Film Awards
BFEI	Blackrock Further Education Institute
BFM	Baltic Film, Media, Arts and Communication School of Tallinn University, Estonia
BIFE	Bray Institute of Further Education
C&AG	Comptroller and Auditor General
CAO	Central Applications Office
CAPS	Creative Approaches to Public Space
CCT	Creative, Cultural and Technological
CDETB	City of Dublin Education and Training Board
CFA	Creative Futures Academy
CGI	Computer Generated Imagery
CILECT	Centre international de liaison des écoles de cinéma et de télévision (International Association of Film and Television Schools)
CV	Curriculum Vitae
DARE	Disability Access Route to Education
DCFE	Dundrum College of Further Education
DDLETB	Dublin Dun Laoghaire Education and Training Board
DFEI	Dun Laoghaire Further Education Institute
DFHERIS	The Department of Further and Higher Education, Research, Innovation and Science
DLCAD	Dún Laoghaire College of Art and Design
DRIC	Dublin Region Innovation Consortium
EACEA	Education, Audio-visual and Culture Executive Agency
EDI	Equality, Diversity and Inclusion
EDIFY	Erasmus+ Funded research programme in Equality, Diversity & Inclusion
ESG	Standards and guidelines for quality assurance in the European Higher Education Area
EU	European Union
FE	Further Education
FFACT	Faculty of Film, Art and Creative Technologies
FTE	Full-Time Equivalent
FYF	First-Year Focus
FYM	Final Year Matters
GEEF	Gender Equality Enhancement Fund
GP	General Practitioner
HCI	Human Capital Initiative
HE	Higher Education
HEA	Higher Education Authority
HEAR	Higher Education Access Route
HEI	Higher Institute of Education
HR	Human Resources
IADT	Institute of Art, Design and Technology
IADT SU	IADT Students Union

Abbreviation /Acronym	Full Name
IBEC	Irish Business and Employers Confederation
ICT	Information and Communications Technology
ICTU	Irish Congress of Trade Unions
IFTA	Irish Film and Television Academy
IoT	Institute of Technology
ISME	Irish Small and Medium Enterprises Association
LEO	Local Enterprise Office
MIE	Marino Institute of Education
MOU	Memoranda of Understanding
NCAD	National College of Art and Design
NFETL	National Forum for the Enhancement of Teaching and Learning
NFQ	National Framework of Qualifications
NFS	National Film School
NovaUCD	UCD Research and Innovation unit
NSTEP	National Student Engagement Programme
OCD	Obsessive-Compulsive Disorder
PATH	Programme for Access to Higher Education
PGFT	Postgraduate Full Time
PGPT	Postgraduate Part Time
PMASS	Professional, Management Administrative and Support Staff
PPP	Public Private Partnership
PROPEL	Promoting Consent & Preventing Sexual Violence
QQI	Quality and Qualifications Ireland
RDI	Research Developments and Innovation
RGB	Red Green Blue
RPL	Recognition of Prior Learning
RCSI	Royal College of Surgeons in Ireland
SAT	Self Assessment Team
SCFE	Sallynoggin College of Further Education
SEAI	Sustainable Energy Authority of Ireland
SL	Senior Lecturer
SOLAS	An tSeirbhís Oideachais Leanúnaigh agus Scileanna (Further Education and Skills Service)
SOPHIA	Social Platform for Holistic Heritage Impact Assessment
STC	Sound Training College
SZFE	University of Theatre and Film Arts, Budapest, Hungary
TCD	Trinity College Dublin
TU	Technical University
UCD	University College Dublin
UGFT	Undergraduate Full Time
UGPT	Undergraduate Part Time
UN	United Nations
UNESCO	United Nations Educational, Scientific and Cultural Organization
UX	User Experience
VC	Venture Capital
VEC	Vocational Education Committee
VFX	Visual Effects
VR	Virtual Reality



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