Dún Laoghaire Institute of Art, Design & Technology

Annual Report 2021/2022

Contents

Chairperson's Statement

David Holohan

On behalf of the Governing Body, I am pleased to present the annual report for the academic year 2021 – 2022. The Institute celebrated its 25th Anniversary on 1st April 2022.

Developments in the higher education landscape continued with the formal establishment of both the Atlantic Technological University (ATU) covering Connacht and Donegal, and the South East Technological University (SETU) covering the south east area. We wish them well with their futures and look forward to collaborating with them on a range of projects and initiatives.

As identified elsewhere in this Report, the Covid-19 Pandemic restrictions continued to ease during the year with some element of normality returning to society and the Institute. On behalf of the Governing Body, I commend and thank the President, his Executive and the Staff of the Institute for steering us safely through this crisis. I wish to acknowledge the continued resilience of our student body in coping with the challenges faced by them during these formative years of their education. I also wish to acknowledge the supports, particularly the financial supports, provided to the Institute by the HEA and the Department of Further & Higher Education, Research, Innovation & Science and their officials, as well as the supports and guidance provided by the Technological Higher Education Association (THEA).

I wish to acknowledge the work, support and commitment of my fellow Governing Body members during the year.

Finally, I wish to thank the staff of the Institute for their commitment and dedication to the Institute, and I wish to congratulate them on their achievements during the year.

David Holohan
Chairperson

President's Statement

David Smith

The academic and fiscal year 2021–2022 saw a slow return to 'normality' across society and within IADT. Mindful of the challenges and difficulties experienced throughout the pandemic, we continue to prioritise the health and well-being of our staff and students as we adjust to our 'new circumstances'. Consequently, aspects of our teaching and learning continue to remain online. However, the general increase in activities across campus has been welcomed by staff and students alike as we move to restore our collegiate communities so greatly disrupted over the previous years.

As we reflect on a largely positive and successful year, we do so with a heavy heart as the abhorrent and unlawful invasion of Ukraine continues. IADT has fostered a rich and fruitful collaboration with our friends and colleagues at Sumy State University in Ukraine over many years through the DESTIN project. We have established deep personal and professional friendships with colleagues at Sumy and other Ukrainian universities. Our Ukrainian colleagues have always treated us with extraordinary openness, generosity and fondness. We remain steadfastly committed to reciprocating this kindness and support in any way we can as they live through this crisis.

The Institute's association and engagement with external partners and stakeholders continues to develop at pace. In March, IADT Media Cube and NovaUCD Launch €1.6 Million New Frontiers Programme to Support Early Stage Start-ups. In addition, FilmEU, the European University of Film and media arts, held its second annual summit in IADT in June. During the summit, I had the privilege of announcing the *FilmEU Joint Actions on Sustainability* – a unique set of protocols and recommendations that will ensure that environmental sustainability is a core element for planning any film and TV production in Ireland and across Europe.

President's Statement

David Smith

As captured elsewhere in this report, our staff, students and alumni have had continued success in national and international awards. These included the 78th Venice International Film Festival, the Global Undergraduate Awards, IDI Awards for Design, RHA Awards for visual arts, the Royal Television Society Awards and the prestigious George Moore Scholarship for an Applied Psychology student this year.

As this year ended, we received confirmation of our Athena Swan bronze accreditation. The Institute is immensely proud to be the first HEI in Ireland to achieve an award under the new Athena Swan Charter principles for Ireland. The bronze award recognises our longstanding commitment to gender equality in IADT. In addition, this rigorous evaluation provides the Institute with the basis to build on our success as we seek to address and improve our broader equality and inclusion obligations.

Before I conclude, the whole IADT community were greatly saddened to learn of the passing of our former President Jim Devine in September last. Jim's vision and pivotal role in the establishment of the National Film School is a proud and lasting legacy.

Finally, I would like to end with sincere thanks and an acknowledgement of the significant contribution made this year by our Staff, Students and Governing Body members to the Institute's continuing growth and success.

David Smith
President

2   Introduction

2.1   Establishment of Institute

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

2.2   Institute's Vision and Values

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

The Institute's core values are as follows:

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

2.3   IADT Strategic Plan 2019-2023

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

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

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

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

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

2.4   Equality and Diversity

2.4.1   Athena Swan Ireland

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

2.4.1   Athena Swan Ireland (Cont'd.)

On 3rd October 2018, the Institute's Governing Body approved the establishment of an Athena Swan Sub-Committee of Governing Body to oversee the Institute's application. In December 2018, an Athena Swan/Equality, Diversity & Inclusion Manager was appointed to further the Institute's Athena Swan accreditation application.

The Equality, Diversity & Inclusion Manager, as chair of the IADT Athena Swan Self-Assessment Team (SAT), was responsible for leading on the Institute's re-application for Athena Swan accreditation in July 2022. In September 2022, the Institute was awarded Bronze accreditation under the new Athena Swan Charter for Ireland.

2.4.2   Equaity of Opportunity

The Dún Laoghaire Institute of Art, Design and Technology is an equal opportunities employer and education provider. It does not discriminate in any respect against staff and/or students under the nine grounds set out in the Equal Status Act 2010 (gender, age, race, religion, civil status, family status, sexual orientation, disability or membership of the Traveller Community). It is committed to removing barriers in education and to the initiation of positive action to create and widen opportunities on an inclusive basis. IADT is strongly committed to advancing and prioritising equality and diversity across all areas of IADT and will take proactive steps to achieve this.

3   Governance

3.1   Governing Body

The 7th Governing Body of Dún Laoghaire Institute of Art, Design and Technology was appointed by the Minister for Further and Higher Education, Research, Innovation and Science for a five-year term from 1st April 2021. The Governing Body met on 10 occasions in the period 1st September 2021 to 31st August 2022.

Governing Body Membership & Meetings Attended

Name	Role	Attended
David Holohan	Chairperson	8 (80%)
David Smith	President	10 (100%)
Cllr. Kazi Ahmed	DDLETB	8 (80%)
Dr Fionnuala Anderson	DDLETB	9 (90%)
Cllr. Michael Clark	DDLETB	8 (80%)
Caitriona Murphy	DDLETB	6 (60%)
Cllr. Úna Power	DDLETB	1 (33%)
Cllr. Anne Ferris	KWETB	4 (40%)
Cllr. Peter O'Brien	ICTU	7 (70%)
Ben Harper	Animation Ireland	5 (50%)
Sinead Gorby *	Dell Ireland	10 (100%)
Maeve McConnon	IDA Ireland	8 (80%)
Punitha Sinnapan	Sandyford BID	4 (40%)
Dr Cormac Deane	Academic Staff	8 (80%)
Eva Perez	Academic Staff	10 (100%)
Turlough Conway	Staff Member (other than Academic)	9 (90%)

Resigned with effect from 30th June 2022

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

Name	Term	Attended
Eoin Hicks Smyth	From 1st July 2021 to 30th June 2022	10 (100%)
Rachael Sarsfield Ryan	From 1st July 2021 to 30th June 2022	9 (90%)
Eoin Hicks Smyth	From 1st July 2022 to 30th June 2023	N/A
Crow Mullen	From 1st July 2022 to 30th June 2023	N/A

The Governing Body operates in accordance with the IoT Acts 1992 to 2006 as amended and, in particular, in accordance with the Second Schedule to the Acts, and the Technological Universities Act 2018.

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

The Governing Body adopted Standing Orders on 1st September 2010, which were updated in January 2018, and September 2020, and the Board operates in accordance with these Standing Orders.

The Governing Body meets on a monthly basis up to ten times per annum and meets outside the schedule of meetings whenever required. The following is the list of meetings in the period 1st September 2021 to 31st August 2022:

Date of Meeting	Number of Members in Attendance
8th September 2021	14
6th October 2021	16
3th November 2021	11
8th December 2021	17
12th January 2022	14
2nd February 2022	15
2nd March 2022	17
6th April 2022	13
4th May 2022	12
15th June 2022	12

During the period 1st September 2021 to 30th April 2022 were held remotely. Meetings during May and June 2022 were held as hybrid meetings.

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

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

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

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

The Governing Body has established the following Committees and these Committees operate in accordance with the Terms of Reference agreed by the Governing Body:
- Audit & Risk Committee (see Section 3.2)
- Academic Council (see Section 4.1)
- Equality, Diversity & Inclusion Sub-Committee (see Section 6.2)

3.2 Audit & Risk Committee of Governing Body

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

Under the Code of Practice for the Governance of State Bodies as amended for Institutes of Technology (the Code), the Committee is required to meet at least four times a year. During the period, 1st September 2021 and 31st August 2022, the Committee met on 4 occasions: 22nd September 2021, 24th November 2021, 30th March, 2022 and 1st June, 2022.

Audit & Risk Committee membership and meetings attended to 31st August 2022

Cllr. Michael Clark (Chairperson)	4
Mr. Sam Dunwoody	3
Ben Harper *	4
Maeve McConnon	4
Punitha Sinnapan *	1

* Appointed by Governing Body on 6th October 2021

Mr. Sam Dunwoody was appointed by the 6th Governing Body on 12th June 2019 as an independent external member of the committee, for a four-year term of office.

3.3 Governing Body Fees and Expenses

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

In the period 1st September 2021 to 31st August 2022, the following fees and expenses were paid:

Fees paid to Governing Body members for Attendance & Participation

Member	Fees/Expenses
David Holohan	Nil / Nil
David Smith	Nil / Nil
Cllr. Kazi Ahmed	Nil / Nil
Cllr. Michael Clarke	Nil / Nil
Cllr. Anne Ferris	Nil / Nil
Cllr. Peter O'Brien	Nil / Nil
Cllr. Úna Power	Nil / Nil
Cllr. Barry Saul	Nil / Nil
Dr Fionnuala Anderson	Nil / Nil
Sinead Gorby	Nil / Nil
Ben Harper	Nil / Nil
Maeve McConnon	Nil / Nil
Caitriona Murphy	Nil / Nil
Punitha Sinnapan	Nil / Nil
Dr Cormac Deane	Nil / Nil
Eva Perez	Nil / Nil
Turlough Conway	Nil / Nil
Eoin Hicks Smyth	Nil / Nil
Rachael Sarsfield Ryan	Nil / Nil
Crow Mullen	Nil / Nil

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

Members	Fees/Expenses
David Holohan	Nil / Nil
David Smith	Nil / Nil
Cllr. Kazi Ahmed	Nil / Nil
Cllr. Michael Clarke	Nil / Nil
Cllr. Anne Ferris	€1,425 / Nil
Cllr. Peter O'Brien	Nil / Nil
Cllr. Úna Power	Nil / Nil
Cllr. Barry Saul	Nil / Nil
Dr Fionnuala Anderson	€570 / Nil
Sinéad Gorby	Nil / Nil
Ben Harper	Nil / Nil
Maeve McConnon	Nil / Nil
Caitriona Murphy	Nil / Nil
Punitha Sinnapan	Nil / Nil
Dr Cormac Deane	Nil / Nil
Eva Perez	Nil / Nil
Turlough Conway	Nil / Nil
Eoin Hicks Smyth	Nil / Nil
Rachael Sarsfield Ryan	Nil / Nil
Crow Mullen	Nil / Nil

3.4 Senior Staff as at 31st August 2022

IADT senior staff members as at 31st August 2022 are listed below:

Name	Title
David Smith	President
Dr Andrew Power	Registrar
Bernard Mullarkey	Secretary/Financial Controller
Emma Leahy	Head of Research, Development & Innovation
Rónán Ó Muirthile	Head of Faculty of Film, Art & Creative Technologies
Dr Josephine Browne	Head of Faculty of Enterprise & Humanities
David Doyle	Academic Administration & Student Affairs Manager
Rachel Gallagher	Enterprise & Innovation Manager
Carmel Kelly	Assistant Registrar
Claire McGing	Equality, Diversity & Inclusion Manager
Grace Weldon	Estates & Facilities Manager
Conor Logan	Finance Manager
Dr Tina Kinsella	Head of Dept. Design & Visual Arts
Dr Therese Moylan	Head of Department of Entrepreneurship
Vanessa Gildea	Head of Department of Film & Media *(Acting)*

3.4 Senior Staff as at 31st August 2022 (Cont'd.)

Name	Title
Dr Kevin Wallace	Head of Department of Humanities & Arts Management
Dr Andrew Errity	Head of Department of Technology & Psychology
Colm Hennessy	Head of Information Services
Jane Buggle	Head of Library Services
Dr Daithí Mac Síthigh	Head of Research
Niamh Clifford	Human Resources
Denise McMorrow	Student Experience Manager

4   Academic & Student Matters

4.1   Academic Council

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

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

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

The membership of the Academic Council as at 31st August 2022 is as follows:

Ex Officio Members of Academic Council:

David Smith	President & Chair
Dr Andrew Power	Registrar & Deputy Chair
Emma Leahy	Head of Research, Development & Inno-
Dr Josephine Browne	Head of Faculty of Enterprise & Humanities
Rónán Ó Muirthile	Head of Faculty of Film, Art & Creative Technologies
Carmel Kelly	Assistant Registrar
Jane Buggle	Librarian
Eoin Hicks Smyth/ Rachael Sarsfield Ryan	Students' Union Representative

Nominated Members of Academic Council:

Vanessa Gildea	Head of Dept. of Film & Media
Clyde Doyle	Faculty of Film, Art & Creative Technologies
Aoife Giles	Faculty of FACT (p/t attendance)
Conor Brennan	Faculty of Film, Art & Creative Technologies
Dr Kevin Wallace	Head of Dept. of Humanities & Arts Management
Dr Cormac Deane	Faculty of Enterprise & Humanities

Anne Wright	Faculty of Film, Art & Creative Technologies
Dr Catherine Cronin	Faculty of Enterprise & Humanities
Dr Sarah Balen	Faculty of Enterprise & Humanities
Bláithin McLoughlin	Faculty of Enterprise & Humanities
Vacant	Student Body Representative (F/T)
Vacant	Student Body Representative (P/T)

4.2 Academic Governance

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

As a consequence of this Act, IADT is now such a Designated Awarding Body (DAB) and the Institute is responsible for the ongoing Quality Assurance and Quality Enhancement of all of its programmes. As a matter of best practice, IADT continues to undertake a detailed formal review of its programmes on a regular basis through the Programmatic Review process. During the Programmatic Review process, each programme is reviewed internally and subsequently 'revalidated' by an independent expert panel. Programmatic Reviews were carried out for the Faculty of Enterprise & Humanities in April 2020, and for the Faculty of Film, Art & Creative Technologies in June 2020.

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

Level 6 – Advanced/Higher Certificate (2006)

Level 7 – Ordinary Bachelors Degree (2006)

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

Level 9 – Taught Masters/Postgraduate Diploma (2011)

4.3   Approved Courses

Outlined below is IADT's course offering for 2021/ 2022 of full-time and part-time undergraduate, and postgraduate courses, along with details of when the courses were last validated:

4.3.1   Full-Time Courses - 2021/2022

Faculty of Enterprise & Humanities

Course Title	Validated
Bachelor or Arts (Hons) Arts Management	May 2020
Bachelor of Arts (Hons) Digital Marketing	June 2019
Bachelor of Arts (Hons) Digital Marketing & Sales *(P/T)*	May 2020
Bachelor of Arts (Hons) English & Equality Studies	June 2019
Bachelor of Arts (Hons) English, Media & Cultural Studies	April 2015
Bachelor of Arts (Hons) New Media Studies	May 2020
Bachelor of Business Applied Entrepreneurship	May 2020
Bachelor of Business (Hons) Entrepreneurship (Add-on) Yr.4 only *(F/T + P/T)*	May 2020
Bachelor of Business (Hons) Business Management	June 2019

Faculty of Film, Art & Creative Technologies

Course Title	Validated
Bachelor of Arts (Hons) Animation	June 2020
Bachelor of Arts (Hons) Art	June 2020
Bachelor of Arts (Hons) Creative Music Production	July 2020
Bachelor of Arts (Hons) Design for Film	June 2020
Bachelor of Arts (Hons) Design for Stage & Screen – Character Make-up Design – Costume Design – Production Design	November 2014/ *(Restructured in June 2020)*
Bachelor of Arts (Hons) Film	July 2020
Bachelor of Arts (Hons) Film & Television Production	November 2014 *(Restructured in June 2020)*
Bachelor of Arts (Hons) Graphic Design	June 2020
Bachelor of Arts (Hons) Interaction & User Experience Design	March 2020
Bachelor of Arts (Hons) Photography	November 2014 *(Restructured in October 2020)*

Course Title	Validated
Bachelor of Arts (Hons) Photography & Visual Media	October 2020
Bachelor of Arts (Hons) Television	July 2020
Bachelor of Arts (Hons) 3D Design, Model Making & Digital Art	November 2015 *(Restructured in June 2020)*
Bachelor of Arts (Hons) Visual Communication Design	October 2014 *(Restructured in June 2020)*
Bachelor of Science (Hons) Applied Psychology *(F/T + P/T)*	July 2020
Bachelor of Science (Hons) Creative Computing	July 2020
Bachelor of Science (Hons) Creative Media Technologies	March 2015

4.3.2   Postgraduate Courses - 2021/2022

Course Title	Validated
Master of Arts Art & Research Collaboration	June 2018
Master of Arts Broadcast Production for Radio & Television	June 2018
Master of Arts Cinematography (Joint Mundus)	June 2018

Course Title	Validated
Master of Arts Design for Change	June 2018
Master of Arts Screenwriting for Film & Television	June 2018
Master of Arts 3D Animation	June 2019
Master of Business Cultural Event Management (P/T)	June 2018
Master of Business Digital Entrepreneurship	June 2018
Master of Business Equality, Diversity & Inclusion	June 2019
Master of Science Cyberpsychology (P/T)	June 2018
Master of Science User Experience Design (P/T)	June 2018
Postgraduate Diploma Business Cultural Event Management (P/T)	June 2018
Postgraduate Diploma Business Digital Entrepreneurship (P/T)	June 2018
Postgraduate Diploma Digital Sculpting & Modelling	October 2020
Postgraduate Diploma Business Equality, Diversity & Inclusion (P/T)	June 2019
Postgraduate Diploma Series Production	October 2020
Postgraduate Diploma User Experience Design (P/T)	December 2016

4.3.3   Special Purpose Awards – 2021/2022

Course Title	Validated
Certificate in Cultural Event Management	November 2020
Certificate in Cyberpsychology	June 2018
Certificate in Data Visualisation	June 2015
Certificate in Design Thinking	Oct. 2017
Certificate in Digital Sculpting & Modelmaking	October 2020
Certificate in Fundamentals of User Experience Design	September 2016
Certificate in New Ways of Storytelling	October 2020
Certificate in Producers as Leaders	October 2020
Certificate in Production Management	October 2020
Certificate in Production Management for Animation	June 2019
Certificate in Research Methods for the Creative Practices	December 2018
Certificate in Sports Psychology	June 2018
Certificate in Single Camera Factual Production	December 2018
Certificate in Writing Television Drama	December 2018

4.3.4   Masters Degrees by Research Courses

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

4.3.5   New Courses Approved 2021/2022

During the academic year 2021/2022, the following new courses were approved:

- Master of Arts Filmmaking (KinoEyes)
- Master of Science Data Visualisation
- Postgraduate Diploma Data Validation
- Certificate in Professional Skills for Creative Industries
- Certificate in Professional Skills for Graduates

4.4   External Examiners

External Examiners appointed for each programme for the academic year 2021/2022 are outlined below:

4.4.1   Faculty of Enterprise & Humanities - External Examiners 2021/2022

Bachelor of Business Applied Entrepreneurship

Sylvia Dempsey

Mark Finan

Peter Fitzpatrick

Angela Hamouda

Lesley Haughan

Dr Eleni Rozaki

Bachelor of Arts (Hons) Arts Management

Sylvia Dempsey

Mark Finan

Peter Fitzpatrick

Lesley Haughan

Dr Pamela Yeow

Bachelor of Arts (Hons) Digital Marketing

Bairbre Brennan

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

Dr Miranda Corcoran

Dr Sarah Arnold

Dr Susan Norton

Dr Declan Tuite

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

Dr Miranda Corcoran

Dr Sarah Arnold

Dr Susan Norton

Dr Declan Tuite

Bachelor of Arts (Hons) English & Equality Studies

Dr Miranda Corcoran

Dr Susan Norton

Bachelor of Arts (Hons) New Media Studies

Dr Sarah Arnold

Mark Finan

Dr Susan Norton

Dr Eleni Rozaki

Dr Declan Tuite

Dr Pamela Yeow

Bachelor of Business (Hons) Entrepreneurship (1 Year Add-on F/T and P/T)

Sylvia Dempsey

Peter Fitzpatrick

Angela Hamouda

Lesley Haughan

Dr Eleni Rozaki

4.4.1 Faculty of Enterprise & Humanities - External Examiners (Cont'd.)

Bachelor of Business (Hons) Business Management

Sylvia Dempsey

Mark Finan

Peter Fitzpatrick

Angela Hamouda

Lesley Haughan

Eleni Rozaki

Master of Business Digital Entrepreneurship

Fiona Oster

Master of Business Equality, Diversity & Inclusion

Dr Cedric Chau

Postgraduate Diploma Digital Entrepreneurship

Fiona Oster

Postgraduate Diploma Equality, Diversity & Inclusion

Cedric Chau

4.4.2 Faculty of Film, Art & Creative Technologies - External Examiners 2021/2022

Bachelor of Arts (Hons) Animation

Andrew Selby

John Parry

Bachelor of Arts (Hons) Art

Dr Sarah Smith

Kate Strain

Bachelor of Arts (Hons) Creative Music

Dr Brian Bridges

Bachelor of Arts (Hons) Design for Film

Liam Burke

Prof. Paul Moore

Dr Niamh Nic Ghabhann

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

Liam Burke

Rosie Martin

Prof. Paul Moore

Bachelor of Arts (Hons) Design for Stage & Screen

Liam Burke

Rosie Martin

Prof. Paul Moore

Bachelor of Arts (Hons) Design for Stage & Screen

Liam Burke

Rosie Martin

Prof. Paul Moore

Bachelor of Arts (Hons) Film & Television

Dr Nicolas Khabbaz

Dr Tony Tracy

Bachelor of Arts (Hons) Graphic Design

Pablo Juncadella

Bachelor of Arts (Hons) Interaction & User Experience Design

Rosie Martin

Bachelor of Arts (Hons) Photography

Dr Liam Devlin

Clare Gallagher

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

Richard McEvoy-Crompton

Dr Niamh Nic Ghabhann

Bachelor of Arts (Hons) Visual Communication

Dr Lina Hakim

Pablo Juncadella

Bachelor of Science (Hons) Applied Psychology

Dr Gillian Murphy

Dr Richard Roche

Bachelor of Science (Hons) Creative Computing

Valerie Butler

Eamonn de Leastar

Bachelor of Science (Hons) Creative Media

Sinead McDonald

Master of Arts Art & Research Collaboration

Marie Anne McQuay

Master of Arts Art & Research Collaboration

Marie Anne McQuay

Master of Arts Broadcast Production for Radio & Television

Dr Sarah Arnold

Kevin Burns

Master of Arts Creative Production & Screen Finance

Dr Sarah Arnold

David Collins

Master of Arts Design for Change

Denise Pinto

Master of Arts Screenwriting for Film & TV

Dr Sarah Arnold

James Mavor

Master of Arts 3D Animation

Andrew Selby

Master of Science Cyberpsychology

Dr Linda Kayne

Dr Maša Popovac

Master of Science User Experience Design

Sinéad Davis Cochrane

Dr Mark Marshall

Postgraduate Diploma Series Production

Brid Seoige

Postgraduate Diploma User Experience Design

Sinéad Davis Cochrane

Dr Mark Marshall

4.4.3   Special Purpose Awards External Examiners 2021/2022

Certificate Applied Digital Business

Glenn Mehta

4.4.3　Special Purpose Awards External Examiners 2021/2022 (Cont'd.)

Certificate Assessment and Evaluation

Gina Noonan

Certificate Critical Research

Dr Maša Popovac

Certificate Cyberpsychology

Dr Linda Kayne

Certificate in Data Visualisation

Valerie Butler

Certificate Design Thinking

Rosie Martin

Certificate Fundamentals User Experience Design

Dr Mark Marshall

Rosie Martin

Certificate Interaction Design Principles

Rosie Martin

Certificate Producers as Leaders

Brid Seoige

Certificate Production Management

Brid Seoige

Certificate Sports Psychology

Dr Gillian Murphy

Certificate in Technology Enhanced Learning

Gina Noonan

Certificate Writing Television Drama

James Mavor

4.5. Student Numbers 2021/2022

4.5.1 Student Numbers by Discipline 2021/2022	1st Years	Other Years	Total
BBus in Applied Entrepreneurship	24	42	66
BA (Hons) Animation	41	101	142
BA (Hons) Art	46	104	150
BA (Hons) Arts Management	24	64	88
BA (Hons) Creative Music Production	57	111	168
BA (Hons) Design for Film	45	0	45
BA (Hons) Design for Stage & Screen—Costume Design	0	26	26
BA (Hons) Design for Stage & Screen—Character Makeup Design	0	33	33
BA (Hons) Design for Stage & Screen—Production Design	0	32	32
BA (Hons) Digital Content Creation	0	1	1
BA (Hons) Digital Marketing	34	18	52
BA (Hons) Digital Marketing Sales (P/T)	0	29	29
BA (Hons) English & Equality Studies	17	5	22
BA (Hons) English, Media & Cultural Studies	0	68	68
BA (Hons) Film	25	0	25
BA (Hons) Film & Television Production	0	97	97
BA (Hons) Graphic Design	31	0	31
BA (Hons) Interaction & User Experience Design	3	7	10
BA (Hons) New Media Studies	53	96	149
BA (Hons) Photography	0	54	54
BA (Hons) Photography & Visual Media	18	0	18
BA (Hons) Television	14	0	14

4.5.1 Student Numbers by Discipline 2021/2022 (Cont'd.)	1st Years	Other Years	Total
BA (Hons) 3D Design, Modelmaking & Digital Art	1	74	104
BA (Hons) Visual Communication Design	0	92	92
BBus (Hons) Entrepreneurship (Add-on F/T and P/T)	0	23	23
BBus (Hons) Business Management	37	94	131
BSc (Hons) Applied Psychology (F/T and P/T)	69	179	248
BSc (Hons) Creative Computing (F/T and P/T)	37	94	131
BSc (Hons) Creative Media Technologies	0	18	18
MA Art & Research Collaboration	0	17	17
MA Broadcast Production for Radio & Television	0	8	8
MA Cinematography (Joint Mundus)	0	12	12
MA Design for Change	0	15	15
MA Screenwriting for Film & Television	0	13	13
MA 3D Animation	0	10	10
MBus Cultural Event Management (P/T)	0	2	2
MBus Digital Entrepreneurship	0	7	7
MBus Equality, Diversity & Inclusion	0	18	18
MSc Cyberpsychology (P/T)	0	30	30
MSc User Experience Design (P/T)	0	31	31
PgCert. Digital Sculpting & Modelmaking (P/T)	0	17	17
PgDip Business Cultural Event Management (P/T)	0	28	28
PgDip Business Equality, Diversity & Inclusion (P/T)	0	4	4

4.5.1 Student Numbers by Discipline 2021/2022 (Cont'd.)	1st Years	Other Years	Total
PgDip User Experience Design (P/T)	0	16	16
Certificate Cultural Event Management (SPA)	0	7	7
Certificate Cyberpsychology (SPA)	0	24	24
Certificate Data Visualisation (SPA)	0	24	24
Certificate Design Thinking (SPA)	0	18	18
Certificate Fundamentals of User Experience Design (SPA)	0	24	24
Certificate New Ways of Storytelling (SPA)	10	0	10
Certificate Producers as Leaders (SPA)	0	12	12
Certificate Production Management (SPA)	0	10	10
Certificate Production Management for Animation (SPA)	0	12	12
Certificate Professional Skills for Creative Industries (SPA)	0	27	27
Certificate Professional Skills for Graduates (SPA)	0	23	23
Certificate Research Methods for the Creative Practices (SPA)	0	3	3
Certificate Single Camera Factual Production (SPA)	0	6	6
Certificate Sports Psychology (SPA)	0	10	10
Certificate Writing Television Drama (SPA)	0	14	14
Total *(excluding Masters by Research students)*	**586**	**1,904**	**2,490**

4.5.2 Full-time Student Enrolments 2020/2021
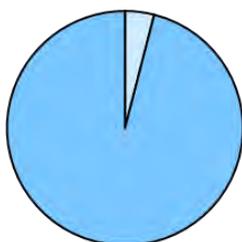
Full-time Students enrolled by

Ordinary Bachelor Degree (Level 7)
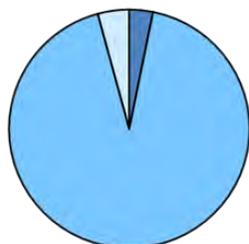
Female 1   Male 23   Not Given 0

- Total 24 (4% of 1st Year Students)

Honours Bachelor Degree (Level 8)

Female 299   Male 247   Not Given 7

- Total 553 (96% of 1st Year Students)

4.5.3 Full-time Student Numbers by Award

Overall Full-time Students by Award

Ordinary Bachelor Degree (Level 7)

Female 13   Male 53   Not Given 0

- Total 66 (3% of Students)

Honours Bachelor Degree (Level 8)

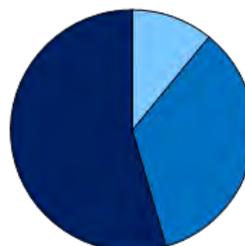Female 1027   Male 880   Not Given 22

- Total 1929 (93% of Students)

Masters/Postgraduate Diploma

Female 61   Male 29   Not Given 1

- Total 91 (4% of Students)

4.5.4 Part-time Students by Award

Overall Part-time Students by Award

Honours Bachelor Degree (Level 8)

Female 23   Male 21   Not Given 0

- Total 44 (11% of Students)

Masters/Postgraduate Diploma
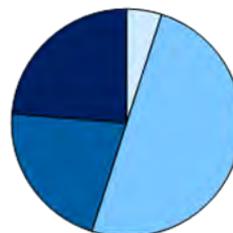
Female 91   Male 48   Not Given 1

- Total 140 (35% of Students)

Special Purpose Awards

Female 133   Male 80   Not Given 7

- Total 220 (54% of Students)

4.5.5 Graduate Numbers by Award

Graduate Numbers by Award

Ordinary Bachelor Degree (Level 7)

Female   3   Male   42

- Total 45 (5% of Students)

Honours Bachelor Degree (Level 8)

Female 255   Male   198

- Total 453 (50% of Students)

Masters/Postgraduate Diploma

Female 98   Male   95

- Total 194 (21% of Students)

Special Purpose Awards

Female 132   Male   83

- Total 215 (24% of Students)

4.6 Student Prizes, Scholarships & Achievements 2021/2022

4.6.1 Student Prizes

Allied Irish Banks Awards (Oct. 2021)

The following students received Allied Irish Bank Awards at the conferring ceremony on 28th October 2021:

- Niamh Reilly [BA (Hons) English, Media & Cultural Studies] received an Award of Excellence**;**

- Daragh Scott [BA New Media Studies] received an Award of Excellence**;**

- Sarah Stanley [BA (Hons) English, Media & Cultural Studies] received a Humanities Award.

Chartered Institute of Management Accountants (CIMA) Awards (Oct. 2021)

The following students received CIMA Awards at the conferring ceremony on 28th October 2021:

- Darren Connelly [BBus (Hons) Entrepreneurship & Management] received the Taxation & Finance Award;

- Chloe Maguire [BA (Hons) Arts Management] received the CIMA Finance Management Award;

- Lee Reilly [BBus Applied Entrepreneurship] received the Finance 3 Award.

Dún Laoghaire Rathdown County Enterprise Office Student Awards (Oct. 2021)

The following students received Dún Laoghaire Rathdown County Enterprise Office

Student Awards at the conferring ceremony on 28th October 2021:

- Austin Keane [BA (Hons) Arts Management] received the Strategic Arts Management Award;

- Andy Molloy [BBus (Hons) Entrepreneurship] received an Entrepreneurship Award;

- Nicola Woods [PgDip in Business in Digital Entrepreneurship] received an Entrepreneurship Award;

- Oscar Woods [BBus Applied Entrepreneurship] received an Entrepreneurship Award.

Faculty Student of the Year Awards (Oct. 2021)

The following students received Faculty Student of the Year Awards at the conferring ceremony on 28th October 2021:

- Karolina Adamczak [BA (Hons) Art]

- Diego Alejandro Barajas Riano [MA Cinematography]

- Antonia Brida [PgDip User Experience Design]

- Saoirse Carey [BA (Hons) Design for Stage & Screen - Character Make-Up Design]

- Camilla Chioato [BSc (Hons) Applied Psychology] received a Highly Commended Student Thesis of the Year Award for "The Centennials Have Come: The Role of Self-efficacy in Proactive Work Behaviour Through a Generational Cohort Lens"

- Samuel Cox [BSc (Hons) Creative Media Technologies]

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

- Lauren Day [MSc User Experience Design]

- Tanya Doyle [PgDip Series Production]

- Charlit Floriano [MA 3D Animation]

- Pat Fitzsimons [BA (Hons) Art] received the Aileen MacKeogh Award

- Jacob Goode [BA (Hons) Film & Television] received a Highly Commended Student Thesis of the Year Award for "How Filmmakers use Tonal Signatures in Establishing Tone in the Opening Sequences of Their Films"

- Louise Horan Gahan [BSc (Hons) Applied Psychology]

- Stephanie Kelly [BA (Hons) Art] received a Highly Commended Student Thesis of the Year Award for "Self-Representational Art as a Space for the Renegotiation of the Socially Constructed Body"

- Dale Leadon [MA Screenwriting]

- Sara Louise Lordan [BA (Hons) Photography]

- Ross MacDonald [BSc (Hons) Creative Computing]

- Orla McGuirk [MSc Cyberpsychology]

- Aoife McIntyre [BA (Hons) Design for Stage & Screen - Production Design]

- Stacey O'Carroll [BA (Hons) Visual Communication Design] received a Highly Commended Student Thesis of the Year Award for "Ireland's Hidden Army: Banshee, Bread and Roses and the Irish Women's Liberation Movement in the 1970s"

- Eoin O'Dea [BSc (Hons) Creative Computing]

- Daragh O'Toole [PgDip User Experience Design]

- Kate Sheehan [BA (Hons) in Visual Communication Design]

- Judith Smolenski [BA (Hons) Design for Stage & Screen - Costume Design]

- Olivia Treacy [MBus Digital Entrepreneurship] received the Mary Ryan Memorial Award;

- Rebecca Warren [BA (Hons) Art]

- Maura Willet O'Sullivan [BA (Hons) 3D Design, Modelmaking & Digital Art]

- Eimear Young [BA (Hons) Animation] received a Thesis Award for Academic Excellence for "The Duality of Memory According to Andrei Tarkovsky's Solaris and Mirror"

Sponsored Awards (Oct. 2021)

The following NFS students received awards at the conferring ceremony on 27 and 28 October 2021:

- Zoe Boss [BA (Hons) Film & Television Production] received the Screen Directors Guild of Ireland Award;

Lauren Conway

Sponsored Awards (Cont'd.)

- Lauren Conway [BA (Hons) Art] received the IADT Graduate Student Award sponsored by The Dock, as well as an Emerging Artist Award sponsored by the Dún Laoghaire Rathdown County Council Arts Office;

- Niall Delahan [BA Creative Music Production] received a Third Year Student of the Year Award sponsored by Melda Production;

- Steffi Kelly [BA (Hons) Art] received a Mentorship Award sponsored by the IADT/Pallas Projects;

- Michalina Pawlak [BA (Hons) New Media Studies received the Award for the Highest Achievement in Practice sponsored by the Irish Film Institute;

- Clodagh Reid [MA Broadcast Production] received the Virgin Media Award;

- Naomi Sheridan [MA Screenwriting for Film & Television] received the Writers Guild of Ireland Award for Screenwriting;

- Eimear Young [BA (Hons) Animation] received an Animation Award sponsored by Windmill Lane Pictures.

Olivia Burke Awards (Oct. 2021)

The following students received Olivia Burke Awards at the conferring ceremony on 28th October 2021:

- Tiarnan Dunne [BBus (Hons) Business Management];

- Reuben Noyes [BBus (Hons) Entrepreneurship]

'3 Photographers Under 30' Award (Nov. 2021)

Sarah Louise Lordan [BA (Hons) Photography graduate 2021] was selected as one of three winners worldwide of a '3 Photographers Under 30' Award by the renowned German gallerist, Daniel Blau, in Munich, Germany. As part of this award, her work was exhibited in Paris as part of the programme for Photo Saint Germain 2021.

Photography Graduate Development Award (Nov. 2021)

Leon Neviil Gallagher was one of three All-Ireland winners of the Graduate Development Award 2021 from the Gallery of Photography, the national centre for contemporary photography in Ireland. As part of the award, Leon received mentorship, curatorial and production support.

Emerging Vision Photographic Artist Award (Nov. 2021)

Simon Meagher [BA (Hons) Photography 2021] won the Curtin O'Donoghue Emerging Vision Photographic Artist at the 191st Annual Exhibition at the Royal Hibernian Academy in Dublin. The award was for his photograph entitled "Horizons" and featured as part of the Exhibition, held from 27th September to 12th December 2021.

Éadaoin Hennessy

Karolina Adamczak

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

IDI Graduate Design Awards (Nov. 2021)

The following IADT BA (Hons) Visual Communication Design graduates of 2021 received prestigious Gold Awards at the IDI Graduate Awards ceremony held on 9th November 2021:

- Linda Tucker won a Design Research Award for "The Revolution is a Sticky Note—Hong Kong's Lennon Walls 2014-2020", and a Printed Book Award for "The Revolution will not be Removed—How the Lennon Walls of Hong Kong became a powerful tool for protest";

- Eadaoin Hennessy won Interaction Design and Product (Social) Award for "Mamóg-Your Postpartum Recovery Buddy";

- Jess Whelan won Brand Identity and Design for Digital Awards for "TaDa", and a Typography Award for "Subconscious Order".

RDS Visual Art Awards (Nov. 2021)

The following BA (Hons) Art graduates 2021 were awarded prizes at the RDS Visual Arts Award ceremony held on 24th November 2021:

- Karolina Adamczak was the winner of the RDS Member's Art Fun, valued at €5,000;

- Lauren Conway was the winner of the RHA Graduate Studio Awards, which included 24-hour full-time access to a studio space for one year in the RHA, free access to all the RHA School classes for the duration of the year, and a cash stipend of €2,500.

Aer Lingus Discovery Award (Feb. 2022)

Kate Dolan [BA (Hons) Film & TV Production 2012] was awarded the Aer Lingus Discovery Award for "You Are Not My Mother" at the Virgin Media Dublin International Film Festival held on 27 February 2022. The feature film was edited by John Cutler [BA (Hons) Film & TV Production 2012], and the cinematographer was Narayan Van Maele [BA (Hons) Film & TV Production 2009].

Dublin International Film Festival (DIFF) Awards (Feb. 2022)

Mark Lynch [2nd Year BA (Hons) Film & TV Production] won the Best Film Award in the First Frames Programme for his film entitled 'His Car' at the DIFF Awards ceremony on 28th February 2022.

Josh O'Caoimh & Mikai Geronimo

Jialin Long, 'Red Illuminates'

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

Royal Television Society Annual Student Awards (March 2022)

The following IADT students and graduates received awards at the RTS Annual Student Awards which took place on 22nd March 2022:

- "Fall of the Ibis King", won the Best Animation Short Award and was created by Mikai Geronimo and Josh O'Caoimh [BA (Hons) Animation 2020];

- "This Town Still Talks About You", won the Best Single Drama Short Award and was created by Matthew McGuigan, Fionn Walshe, Ciara Rigney [all BA (Hons) Film & TV Production 2020], and Caoimhe O'Reilly [BA (Hons) Design for Stage & Screen - Production 2021];

- "Falsh_Thunder93" won the Best Comedy and Entertainment Award and was created by Year 3 BA (Hons) in Film & TV Production students: Reuben Harvey, Fionnghuala Madden, Eamon MacMahon, Luke O'Shaughnessy and Jack Doyle.

4.6.3   Student/Graduate Achievements

Screening at the 78th Venice Film Festival (Sept. 2021)

National Film School BA (Hons Animation 2020 graduates Josh O'Caoimh and Mikai Geronimo screened their graduate film "Fall of the Ibis King" at the 78th Venice Film Festival, which was held from 1st to 12th September 2021.

Global Undergraduate Awards (Sept. 2021)

IADT graduate, Kate Naughton [BSc (Hons) in Applied Psychology 2021] was awarded highly commended for her final year project, "The Impact of Urban Environments and Nature Relatedness on Direct Attention Restoration" at the Global Undergraduate Awards Competition.

The Courthouse Gallery Exhibition (Sept. 2021)

Jialin Long [BA (Hons) in Photography 2020] held a solo exhibition of her "Red Illuminates" at The Courthouse Gallery, Co. Clare. The exhibition ran from 23rd September to 4th December 2021. In addition, Jialin was awarded a Graduate Exhibition Award by The Courthouse Gallery.

Government of Ireland Postgraduate Scholarship Programme (Oct. 2021)

Kate Nolan and Sophie Quin, both MA Research (Faculty of FACT) students were successful in their applications to the Government of Ireland Postgraduate Scholarship Programme.

King Arthur Collaboration (Jan. 2022)

BA (Hons) Design for Stage & Screen students, in collaboration with RIAM Opera, presented Henry Purcell's 'King Arthur' at the Samuel

Derek Ugochukwu

4.6.3 Student/Graduate Achievements (Cont'd.)

Beckett Theatre, Dublin (January 2022). In addition, BA (Hons) Visual Communications Design student, Lauren Rush, created the branding and identity for the production.

Student Associate for the National Forum T&L (Oct. 2021)

Pearse McKiernan [2nd Year BA (Hons) New Media Studies] was chosen as an Student Associate for the National Forum for the Enhancement of Teaching and Learning.

Camerimage Festival Screening (Nov. 2021)

Graduate film, "To All My Darlings" was selected for the prestigious Camerimage Festival held from 13 to 20 November 2021. The film was written by Derek Ugochukwu [MA Screenwriting for Film & TV 2019], directed and produced by Lia Campbell [BA (Hons) Film & TV Production 2020], with the cinematography directed by Ciara Rigney [BA (Hons) Film & TV Production 2020].

IDI Graduate Design Awards (Nov. 2021)

The following IADT BA (Hons) Visual Communication Design graduates of 2021 received Commendations at the IDI Graduate Awards ceremony held on 9th November 2021:

- Stacey O'Carroll in the Design Research category for "Ireland's Hidden Army -

Banshee, Bread and Roses and the Irish Women's Liberation Movement in 1970s";

- Eadaoin Hennessy in the Design Research category for "One Hundred Thousand (Hostile) Welcomes - The Representation of Syrian Refugees in Irish Media", and in the Brand Identity and Design for Digital categories for "Mamóg- Your Postpartum Recovery Buddy";

- Stacey O'Carroll in the Brand Identity category for "Native";

- Jess Whelan in the Printed Book category for "Subconscious Order";

- Eadaoin Hennessy, Lucy Power and Lisa Jentisch in the Visual Merchandising/ Exhibition Design category for "Sharespace", and in the Textiles category for "Emerald Gibson and Lauren Kilroy: Redress Fashion.

Foyle Film Festival (Nov. 2021)

A collaboration between final-year BA (Hons) Film & Television Production and MA Cinematography students was awarded 2nd Prize at the Foyle Film Festival. The film was written and directed by Kevin Scott [BA (Hons) Film & TV Production 2021], and produced by Joe Heffernan [MA Creative Production & Screen Finance 2021]. The crew consisted primarily of IADT students of filmmaking and its associated craft disciplines.

Anisha Chooramun

4.6.3 Student/Graduate Achievements (Cont'd.)

'Wax Rhapsodic' Exhibition (Jan. 2022)

'Wax Rhapsodic', an exhibition showcasing the work of IADT 2nd Year MA Art & Research Collaboration students was held in the LAB Gallery between 12th and 22nd January 2022.

Dublin International Film Festival (DIFF) Screening (Feb. 2022)

The short film, 'Don't Go Where I Can't Find You', written and produced by IADT graduates was selected for screening at the Virgin Media DIFF, which was held between 23rd February and 6th March 2022. The IADT graduates involved in the making of the short film were:

- Evan Barry [BA (Hons) Film & TV Production 2009] - Cinematographer;

- Christina Byrne [BA (Hons) Design for Stage & Screen - Costume Design 2013] - Costume Assistant;

- Lia Campbell [BA (Hons) Film & TV Production 2018] - Production Coordinator;

- Ivan Moloney [BA (Hons) Film & TV Production 2018] - 2nd Assistant Camera;

- Laurent Murray [BA (Hons) Film & TV Production 2017] - 1st Assistant Camera;

- Ríoghnach Ní Ghríoghair [BA (Hons) Film & TV Production 2009 and MA Screenwriting 2010] - Writer and Director;

- Allyn Quigley [MA Screenwriting 2018] - Editor;

- Fiadh Wren [BA (Hons) Film & TV Production 2018] - Digital Imaging Technician.

Draíocht Open Exhibition (Mar. 2022)

'You Breathe Differently Down Here', the inaugural Draíocht Open Exhibition, presenting new work from 35 graduate visual artists across Ireland from 2019-2021, including IADT Photography graduates took place in the Draíocht Gallery between 2nd March and 30th April 2022. The show included work from Jialin Long [BA (Hons) Photography 2020], Patrick O'Byrne [BA (Hons) Photography 2021] and Sarah Louise Lordan [BA (Hons) Photography 2021].

'Mata Irlandia - Ireland's Eye in Jakarta' Exhibition (Mar. 2022)

IADT graduates, Anishta Chooramun [MA Art & Research Collaboration 2020], Jamie Cross [BA (Hons) Art 2019], and Ciara Roche [MA Art & Research Collaboration 2019] were selected for an Irish exhibition entitled 'Mata

In the Making exhibition

Laura Mahon

Day in Indonesia. The exhibition explored individual and collective identities in a polarised world and rang from 17th March to 17th June 2022. It was supported by Culture Ireland and the Embassy of Ireland in Indonesia.

'What Cannot Be Seen' Exhibition (Mar. 2022)

Three IADT students, Olamide Ojegbenro [Year 2, BA (Hons) Arts Management], Fionnuala O'Connell Year 2 BA (Hons) Art] and Okhaide Itua [Year 2 BA (Hons) Art] students were selected to participate in 'What Cannot Be Seen' Exhibition held at Drop Dead Twice, Dublin on 24th March 2022. The portrait-focussed exhibition, showcased the beauty of diversity as seen through the perspective of different creators.

NFS Collaboration with Jesse Jones (May 2022)

Students from the Department of Film & Media, the Department of Design & Visual Arts collaborated with internationally renowned artist, Jesse Jones [MA Visual Arts Practice 2005] on her production of 'The Tower'. The multi-installation piece explored the abandoned histories of 12th century women heretics and female medieval mystics. Also on the production team, were IADT graduates:

Editor and Visual Effects Artist, Eavan Aiken [MA Art & Research Collaboration 2017], Make-up Artists, Klaudia Rapala and Saoirse Whelan [both BA (Hons) Design for Stage & Screen—Makeup Design 2021].

George Moore Scholarships (Apr. & Jul. 2022)

Clodagh McCarthy [4th Year, BA (Hons) Applied Psychology] was awarded a George Moore Scholarship in April 2022 to study for a Masters in User Experience & Service Design at Loughborough University (UK). In July 2022, Dayna Brislane [4th Year, BA (Hons) Visual Communications] was also awarded a George Moore Scholarship to pursue a Masters degree in Communication Design at Parsons School of Design in New York.

Electric Picnic Artwork (Aug. 2022)

IADT Faculty of Film, Art & Creative Technologies students designed and created a menagerie of fantastical wild animals and curious items for the Electric Picnic Music Festival 2022. The sculptures adorned the forest Art Trail section in Stradbally for the duration of the three-day festival.

4.7 Student Services & Facilities 2021/2022

4.7.1 Student Services Financial Committee

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

- Consider and make annual recommendations to the Institute Executive on the allocation of institutional funds for student services;

- Consider and decide on the implementation and distribution of institutional funding allocated for student services;

- Prepare an annual report for dissemination to the campus community;

- Ensure that the interests and concerns of students are adequately met within the consultative process.

4.7.2 Student Experience Sub-Committee

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

The Student Experience Committee's aim is to:

- Develop and advise on policies and procedures relating to overall student wellbeing, with reference to:

    o Student contribution to campus community

    o Initiatives to promote a professional, respectful, creative and diverse environment

    o Learner Charter

    o Student ambassadors, e.g. mentor, buddy schemes etc.

    o Student conduct

    o Support students with particular needs

    o Interaction/communications between specific services/units and academic departments

    o General Institute environment and its impact on students

- Input into the Institutional strategy for Student Supports and suggest key performance indicators for same;

4.7.2 Student Experience Sub-Committee (Cont'd)

- Establish and review appropriate standards for student services in collaboration with the respective service provider, e.g., Health Service, Estates and Facilities/ICT Office and Library;

- Receive and consider the annual report from the Student Services Team and make recommendations to Academic Council arising from same as appropriate;

- Monitor and review in general terms, issues arising from students' grievances/ complaints and disciplinary matters which are of concern to the student experience overall, and advise the Academic Council as appropriate;

- Establish or promote initiatives that support the creation of an environment which enhances the student Institute experience.

4.7.3 Student Services

4.7.3.1 Access Office

The Access Office assists under-represented students in preparation for, and integration into, third level education by providing confidential, personal support. The Access Officer is also available to offer advice and guidance in relation to financial supports available to students. During 2021/2022, the Office also engaged in the following Pre-entry and Post-entry supports.

The Pre-entry Strand

HEAR/DARE Scheme – In March 2017, the Institute joined the Higher Education Access Route (HEAR) and the Disability Access Route to Education Schemes. These schemes, which are funded by the Department of Further and Higher Education, Research, Innovation and Science (DFHERIS), aim to assist school leavers with disabilities and those from socio-economically disadvantaged backgrounds access higher education. In September 2021, 23 students entered IADT via HEAR and 81 entered through DARE**.**

Programme for Access to Higher Education (PATH) – PATH is a dedicated fund, managed by the HEA on behalf of DFHERIS, which is committed to increasing the participation of under-represented groups in higher education:

- **PATH 2 - 1916 Leaders & Learners Bursary** This award is funded by the HEA and provides Bursaries across the IoT sector to support increased access to higher education for disadvantaged groups. In 2021/2022, there were 39 applicants for the 1916 Bursary, 12 of which were awarded funding.

4.7.3.1   Access Office (Cont'd.)

- **PATH 3 - Creative Arts Summer School -** The Creative Arts Summer School was held between 13th and 24th June 2022. The Creative Arts Summer School is funded by the Department of Education and Skills through the Leinster Pillar 1 Cluster of Higher Education. Participating institutions included: IADT, Marino Institute of Education (MIE), MTU Crawford College of Art & Design, NCAD, RCSI University of Medicine & Health Sciences, TCD and UCD. Attendees were given the opportunity to avail of free places on campus workshops on: Drawing for Animation, Photography, 3D and Production Design, Print and Design (Virtual). The CAS School was limited to 60 participants from low socio-economic backgrounds.

- **PATH 3 - Community Mentoring** – The aim of the initiative is to increase participation among underrepresented groups through mentoring. The initiative is funded by the HEA's PATH 3 Fund and is a collaboration between IADT, MIE, NCAD, TCD and UCD. The aim of this inter-institutional and cross-community collaboration initiative is to increase participation among under-represented groups through mentoring. IADT had 5 mentors who successfully completed the programme.

- **Outreach -** during 2021/2022, the Access Officer developed a comprehensive guide of all available funding and support options for prospective Access students. This was printed and will be sent to Traveller Organisations and given to anyone involved in our Outreach for this project.

The Post-entry Strand

- **Student Assistance Fund (SAF)** – In 2021/2022 the Access Service received €174,471 from the HEA and European Social Fund for the Student Assistance Fund. A total of 207 students applied for the fund, 7 were deemed ineligible, 17 were incomplete, but 207 were eligible for payment.

4.7.3.1 Access Office (Cont'd.)

First Year Focus (FYF) - FYF is IADT's enhanced orientation programme for incoming first years. The First Year Focus (FYF) programme is an all-institute initiative that supports and facilitates the successful 'settling in' of all of our incoming first year students. The programme is run over the first four weeks of the autumn term, and is coordinated by the Students' Union and the FYF team. FYF Leaders were selected from the existing student cohort, and were provided with training to ensure that incoming students were welcomed on campus and provided with comprehensive information. The FYF 2021/2022 programme included: HEAR/DARE Orientation Induction Week, Welfare Week, Education Week and Mature Students Information Week.

Mature Student Writing Week - in September 2021, staff members from the Student Learning Centre facilitated the Mature Student Writing Week workshops , with 24 mature students participating in this event.

COVID-19 Laptop Grant—in 2020/2021, as part of a range of measures to support third level students during the COVID-19 pandemic, the Government introduced additional funding to support students by providing access to devices that enable online learning. The funding received

by IADT was used to provide disadvantaged students with access to laptops and necessary ICT hardware. For the academic year 2021/2022, a total of 79 laptops were provided to students.

4.7.3.2 Assistive Technology Service

The Assistive Technology Service works with the Disability Supports Service, Student Learning Centre, the Access Office, the ICT Office, Academic Faculties and Teaching and Learning to provide support for students with disabilities.

- The Assistive Technology Service supported 174 students in 2021/2022 using a range of technologies, including laptops and dedicated Assistive Technology (AT) software.

- There was a total of 261 student appointments, held either remotely or in person.

- The majority of students had a Specific Learning Disorder (SLD) such as Dyslexia, though the numbers of those with DCD, ASD (Autistic spectrum Disorder), ADHD (Attention Deficit Hyperactivity Disorder) and DCD (Developmental Co-ordination Disorder) and Dyscalculia have increased significantly.

4.7.3.2   Assistive Technology Service (Cont'd.)

- New assistive technology supports included supporting students in the use of Tablets and Smartphones and browser-based apps, as well as new cloud-based assistive technologies such as Google Voice Typing and Grammarly.

- During 2021/2022, the AT Service worked with IADT's Educational Technologist, to inform staff and students on Blackboard Ally, a system which allows academic readings to be downloaded from Blackboard by students in multiple, alternative formats, such as ebooks and audio files.

- The AT Service provided one-to-one virtual and in-person training in all AT allocated. This was supported with training resources, including: User Guides, videos, forums, etc. on IADT's website.

- Key assistive technologies used in IADT during 2021/2022 included: Laptops, Smart Phones, Tablets, Apple M1 MacBooks, Eco Smartpens (audio recorders), Dictaphones, USB microphones for speech recognition, Audio Notetaker, Google Voice Typing and eBook Readers.

4.7.3.3   Careers Centre

The Careers Centre (CC) offers information, practical support and guidance to students and graduates in career planning and research, and in the proactive development of employability skills.

- During the academic year 2021/2022, the CC delivered 300+ individual sessions, online sessions, as well as face-to-face covering topics such as: Crafting CVs, Linkedin, Job Hunting, Application and Progression to Further Education, Networking, Scholarships, Interviewing/ Mock Interviews.

- In addition, the CC delivered online workshops and presentations on topics such as: Building Personal Profile & Pitching; Competencies, Skills & Abilities; Crafting CVs/Portfolios; Assessment Mechanisms; Interview Techniques etc.

- The CC engaged with over 150 employers during 2021/2022 to provide events such as: Interview Marathons; Sector-specific Mock Interviews with target employers, Virtual Careers Fair, Webinar Series etc.

- The Careers Officer participated in GradIreland and ECC Partnership & GradIreland Fairs in October 2021 and June 2022.

CATEGORIES OF DISABILITIES
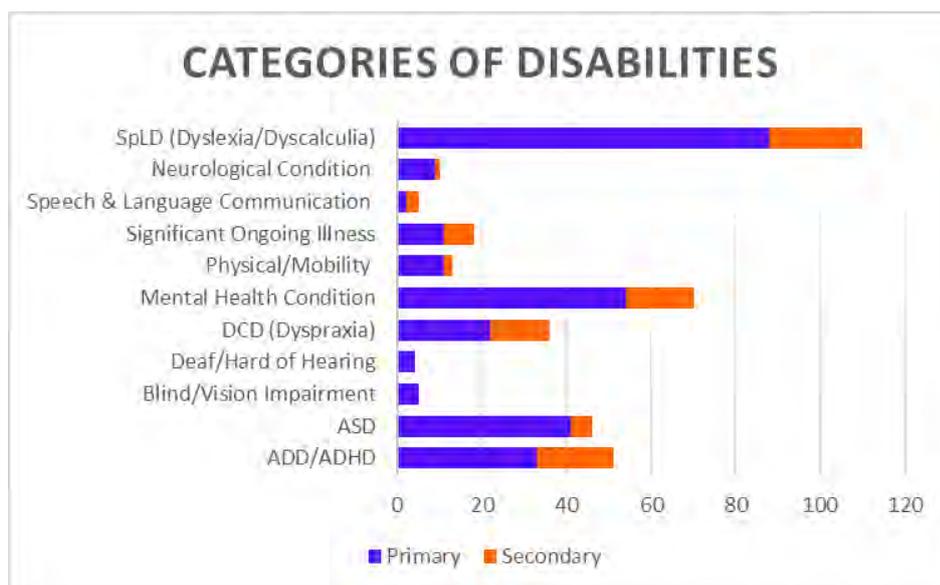
4.7.3.3   Careers Centre (Cont'd.)

- IADTCareersHub - during 2021/2022 the CC continued to build IADTCareerHub, developing pathway functionality and piloting with placement lecturers in IADT. In addition, GoinGlobal, a global internship and jobs platform, was installed on CareersHub to enable all students and graduates search opportunities, jobs, placements and internships across all states of USA and Canada, Europe, Australia and Asia.

- Careers Fair & Webinar Series - in March 2022, the CC delivered a Careers Fair and Webinar Series across Art and Design, Photography, UX & Graphic Design, Model Making and 3 Design, Humanities and Psychology and which involved 40+ employers.

- In April 2022, the CC received 'Highly Commended' Award for Building Effective Partnerships at the GradIreland National Awards for their collaboration with Dundalk I.T. and Waterford I.T. on events rolled out throughout the Covid-19 pandemic for students and graduates.

4.7.3.4   Disability Support Service (DSS)

The Disability Office aims to promote inclusion, advocacy, and active participation in college life. The service provides equal access to education for IADT students with a range of disabilities and mental health conditions.

The DSS is committed to promoting, encouraging and assisting with the implementation of Universal Design for Learning principles, as the first response to ensuring access to learning programmes within IADT. The DSS plays a pivotal role in managing unique relationships with each student, whilst identifying and understanding disability challenges in the higher education environment.

- At the start of the academic year 2021/2022, total of 281 students registered with the DSS, 82 of which declared two or more disabilities. Of the registered students, 82 were new student registrations - needs assessment and Profile of Needs Summary were completed for each individual.

- The largest cohort of students (112) have a Specific Learning Disability (Dyslexia, Dyscalculia, Dysgraphia). The second largest category, Mental Health Conditions (70),

Categories of Disabilities Registered 2021/2022

4.7.3.4   Disability Support Service (Cont'd.)

has experienced a significant rise in the number of students registering. During 2021/2022, the number of students declaring ADD/ADHD was 51.

- During 2021/2022, 10.8% of the student population at IADT registered as having a disability.

- During the academic year, a total of 142 student support appointments were attended, with November 2021 and March 2022 being the busiest months.

- In March 2022, the DSS organised the Neurodiversity Week in consultation with the Student Learning Centre, Students Union and the Student Health Centre in order to raise awareness and acceptance amongst staff and students.

- During 2021/2022, the DSS delivered the following workshops and talks, in collaboration with Teaching and Learning:
    ⇒ Teaching Induction for new staff (September 2021)
    ⇒ Teaching & Learning Certificate

course presentation on Diversity & Inclusion within IADT (March 2022)
⇒ UDL course presentation on how to support students (May 2022)

4.7.3.5   Student Counselling Service (SCS)

The Student Counselling Service (SCS) offers short-term, evidence-based psychological support to all registered student in IADT. The primary aim of the service is to provide individual support, with secondary aims of promoting psychological education and fostering awareness online. The service operates a six-session model of support.

- During 2021/2022, a total of 898 student support sessions were scheduled, with 60% of the appointments attended in person.

- Students most frequently presented with personal psychological concerns (i.e. anxiety, depression etc.), as well as with personal family issues, interpersonal relationship conflicts, bereavement and loss, low self-esteem, loneliness, academic concerns and gender/sexuality-specific psychological concerns.

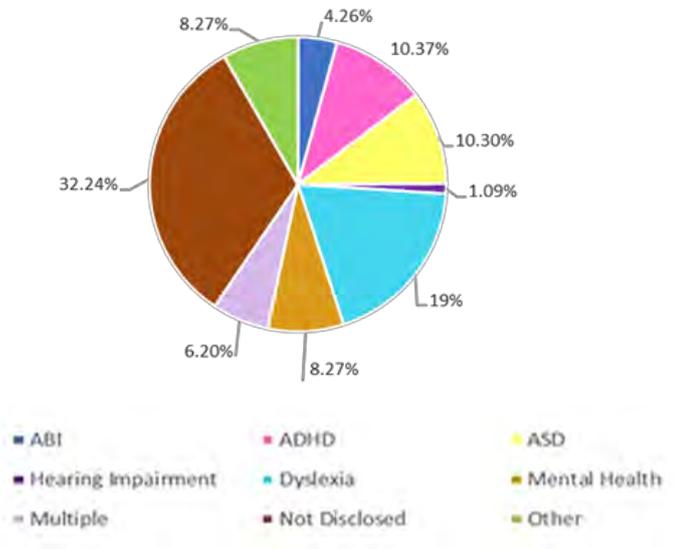#### 4.7.3.5   Student Counselling Service (Cont'd.)

- In November 2021, the Student Counsellor delivered a one-hour webinar to all Year 1 student of the Faculty of Film, Art & Creative Technologies. The webinar contained psychoeducational content in relation to self-care, mental health continuum, the Window of Tolerance, the Pillars of Wellness and Unhelpful Thinking Habits.

- SafeTALK Suicide Awareness Training—In February and June 2022, the SCS in collaboration with the Staff Training & Development Officer, facilitated on-campus SafeTALK training, attend by 55 students and staff members.

- 'Speak Out' Tool— during the academic year, the SCS collaborated with the Equality, Diversity & Inclusion Manager on raising awareness in IADT of the Speak Out Tool, an online reporting tool which provides students and staff of higher education institutions with an anonymous medium to report incidents of bullying, discrimination, assault, or sexual violence.

4.7.3.6   Student Health Centre (SHC)

The Student Health Centre (SHC) provides a comprehensive medical and nursing service which is open to all full-time and MA registered students. Dr Nina Byrnes (Generation Health), with her Associate GPs, provide medical support both on and off campus. In addition, a Nurse is available 5 days per week on campus during the academic year.

- During 2021/2022, the SHC continued to provide support and management of many aspects of the Covid-19 pandemic crisis. Measures included: the distribution of 250,000 masks, and the management and distribution of 20,000 Antigen Kits.

- There were a total of 520 GP Consultations scheduled during the academic year, in addition to 1,000 Nurse Consultations.

- First Year Focus—the SHC team held a number of information sessions during First Year Focus in September 2021.

- National Condom Distribution Scheme - during 2021/2022, the SHC team facilitated the distribution of free condoms to students as part of this Scheme.

Primary Diagnosis

Legend:
- ABI
- ADHD
- ASD
- Hearing Impairment
- Dyslexia
- Mental Health
- Multiple
- Not Disclosed
- Other

4.7.3.6   Student Health Centre (SHC)

- Local Enhancement Project (LEP) - the SHC, in collaboration with the Student Learning Centre, took part in the LEP, whose aim was to respond to the need for more inclusive learning b providing a suite of ADHD information resources and targeted supports. Funding of €5,000 was received to develop a tool kit for academic staff to support students with ADHD, and to develop a tool for students who present with ADHD traits. As a result, 15 students were referred via SHC (or self-referred for assessment to IADT Learning Development Team, and subsequently external referral to ADAPT, St. John of God's community ADHD referral route.
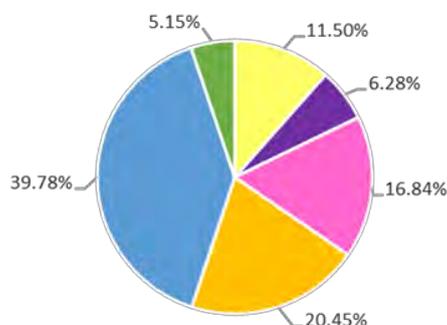
4.7.3.7   Student Learning Centre (SLC)

Since October 2019, the Student Learning Centre is a tendered service provided through the Educational Psychology Support Service (EPSS) of the National Learning Network (NLN). The NLN EPSS is a psychology-led service, providing comprehensive academic learning support to students in four third-level institutions, including IADT.

- The SLC is staffed by a Chartered Psychologist, two Assistant Psychologists and a Maths Tutor. In addition, the service is supported externally by a Senior Educational Psychologist and the team of the NLN Educational Support Service.

- During 2021/2022 a total of 792 appointment were offered to students, 507 of these appointments were attended either in person or remotely online.

- During 2021/2022, the categories of disabilities registered by students in IADT included:
  - Acquired Brain Injury   4.26%
  - ADHD   10.30%
  - Autism Spectrum Disorder   10.37%
  - Dyslexia   19%
  - Hearing/Sight Impairment   1.09%
  - Mental Health   8.27%
  - Multiple Disorders   6.20%
  - Not Disclosed   32.24%
  - Other   8.27%

Primary Type of Support

Legend: Maths/Stats ▪ Do-It Profiler ▪ Wellness ▪ Organisation ▪ Academic Supports ▪ Other

Pie chart values: 5.15%, 11.50%, 6.28%, 16.84%, 20.45%, 39.78%

4.7.3.7   Student Learning Centre (Cont'd.)

- The breakdown of supports availed of by students during 2021/2022 are as follows:
  - ⇒ Academic support   39.30%
  - ⇒ Do-it Profiler   6.28%
  - ⇒ Maths/Stats   11.50%
  - ⇒ Organisation   20.45%
  - ⇒ Other   5.21%
  - ⇒ Wellness   16.84%

- At the start of the academic year, staff members from the SLC provided induction sessions for first year students and ran workshops for First Year Focus, mature students and HEAR/DARE students.

- The SLC team facilitated the Mature Student Writing Week workshop for 2021/2022; a total of 24 mature students participated in the workshop.

- As part of the Student Welfare Week, the SLC team collaborated with the Student Counsellor in the presentation of 'Minding Yourself in College', part of the Student Mental Health Framework.

- During 2021/2022, the SLC team provided a number of targeted workshops to undergraduate and postgraduate students, which included critical analysis, academic structure, academic integrity and referencing, proofreading and editing.

4.7.3.8   Student Union

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

The three Sabbatical Officers for the year 2021/2022 were:
- Eoin Hicks Smith (SU President)
- Rachael Sarsfield Ryan (Education Officer)
- Kai Fic (Welfare & Equality Officer)

5   Research & Development Activities

5.1   Developmental Activities

5.1.1   Developmental Projects

Creative Futures Academy

Creative Futures Academy (CFA) is an initiative of Ireland's three leading Higher Education providers of cultural and creative education (IADT, NCAD and UCD), funded by the Higher Education Authority's Human Capital Initiative. The CFA supports the early and mid-career needs of creative professionals by offering credited NFQ courses / modules to people working in the creative sector. By offering learners the opportunity to skill, upskill and reskill, the CFA supports the professional growth, reach and impact of the creative and cultural sectors.

The academic year 2021/2022 saw the first roll-out of Phase I: the delivery of fully accredited courses to external learners. Between September 2021 and January 2022 six pilots were run in the area of film, media and design: four L9 certificates: Data Visualisation; Design Thinking; Production Management (for film and media); Producers as Leaders (for film and media); and two L8 certificates New Ways of Telling Stories (VR/AR); Fundamentals of UX Design.

In January 2022 ten electives were run at L8 (Stage/Year 1) within FFACT. The electives were offered in the following specialist areas: Creative Coding; Web Design; Straight-ahead Animation through Sequential Observational Drawing; Introduction to Puppetry; Post-Production of Photographic Images; Introduction to Digital Sculpting using ZBrush; TV Drama: Content and Ideas Creation; Gesture Drawing Masterclass; 2D Animation using Adobe Suite; Introduction to Strata-cut Animation.

In April and May 2022, an education/industry collaboration model was trialled with Skillnet (Greasán na Mean) and industry partner (Telegael) in Galway, to run a Technical Arts (Prosthetics) Workshop in Character Design. This was an intensive workshop through which valuable visual assets were gathered, as well as stakeholder analysis and evaluation of the potential and demand for L9 provision in this area. From May to July 2022, five short Certificates were run (four in Professional Skills for the Creative Industries: Portfolio for Technical Arts; Post-Production Image Editing; Stop Motion Animation Photography; Laser Cutting for Educators); and one Certificate in Professional Skills for Graduates (Graduate Launchpad for Screen Industries) with a networking event at the Graduate Exhibition in June.

Creative Futures Academy (Cont'd.)

Ongoing engagement with the Industry Council members produced a more nuanced and complex understanding of sectoral needs and the importance of CFA in leading future pedagogies for the creative sector. The development of Skillnets and other training and skills networks provides an opportunity for us to collaborate as a HEI. In December 2021, a symposium for Early Career Animators was held with contributions from funding agencies (national and international); practitioners, and production houses. In June CFA partnered with an International Comic Convention supporting a speaker. CFA has begun to seek active partnerships with FilmEU exploring initiatives that are complementary and mutually supportive.

Phase I involved a comprehensive data collection and evaluation regarding learner experience and learner profile, testing of different modes of T&L delivery (including fully online, blended and immersive) across all of the programmes we delivered. Valuable information was collected on learner profiles to inform the next stages of delivery and planning and to inform further strategic development at IADT generally. Our research shows IADT is meeting the deliverables and objectives of CFA and the HCI, namely to 'future proof graduates with

industry relevant skills for emerging technologies' and to embed 'transversal skills' (M-Co, 2021, p. 6). The evaluations from this first year, evidence an accurate response to the needs of industry, and have fulfilled certain gaps in education provision across Film/TV/Media, Design, and UX Design sectors.

In direct response to the data analysis of Phase I evaluations, and in response to the needs of industry for agile, short course, professional skills programmes, CFA designed and validated two Special Purpose Awards: Professional Skills for Creative Industries, and Professional Skills for Graduates. The Cert in Professional Skills for Graduates was a direct response to the needs of recent graduates moving into the workplace and sought to address some of the professional development skills that learners had missed out on during the pandemic (and identified by students and by industry). CFA is developing new MA pathways and increasing our L9 offers as part of our 2022-23 and 2023-24 offer.

IADT has been very active in leading research at CFA including: T&L methods and scholarship with a focus on best practice in creative pedagogies; lifelong learning policies in HEIs; industry skills training across

Creative Futures Academy (Cont'd.)

the creative arts and media sector; digital platforms, and the Creative Attributes Framework. CFA has applied for two areas of external funding which will complement work happening in IADT: one in EDI training for creative industries, and one in immersive technologies applications for the heritage industries. During 2021/2022, CFA produced a Graduate Resource Pack which is being used in modules in UCD and in IADT.

FilmEU

FilmEU is a European University Alliance of four higher education institutions: Institute of Art, Design + Technology Dún Laoghaire; LUCA School of Arts (Brussels); Universidade Lusófona (Lisbon) and Színház és Filmművészeti Egyetem (Budapest), who subsequently withdrew from the Alliance. The main objective of the project is to implement a European University of excellence, focused on high-level education and research activities in Film and Media Arts on the fields. The initiative is a key milestone for the EU in building the Universities of the future, in promoting European values and identity and in making a leap forward in the quality, inclusion and competitiveness of European higher education.

The medium-term vision is that by 2025, FilmEU will be established as an exemplary collaborative structure that will deepen the cooperation between all current and future members of the Alliance and foster their ability to act nationally, regionally and globally in the cultural and creative industries, and across other societal areas they impact.

The first 18 months of the Alliance's existence were crucial in laying the foundations that will allow us to attain this main objective in the near future. In the midst of a global pandemic, FilmEU was able to complete all foreseen activities accordingly to schedule, producing in the process relevant deliverables and achievements that will support the Alliance in attaining all objectives foreseen for the period of the project (3 years). Most of the work conducted during the first 18 months involved initial mapping and exploratory exercises across the different participating HEIs and the design and early implementation of different solutions across the Alliance's areas of intervention. The most relevant activities and achievements in the period directly related to the fulfilment of the different specific objectives of the project were:

FilmEU (Cont'd.)

- Educational
- Mobility
- Joint Infrastructures and Tools
- Research and PhD Education
- Lifelong Learning (LLL) and Professional Training
- Entrepreneurship and Innovation
- Quality Assurance
- Governance
- Sustainability, Community Building and Cohesion

One of the main achievements in this period was the setting up of a true community around the Alliance, and the consolidation of the cohesion between all involved stakeholders. This was crucial for the accomplishment of the main objective, and instrumental for the future success of the Alliance. This was attained via multiple events and meetings (more than 260 meetings were conducted in the period, and 38 internal and external events (conferences, workshops) were held; informal gatherings and mobility exchanges; joint pedagogical projects; ; joint research projects; other multiple activities.

The Alliance was also strongly involved in several initiatives aimed at the development of the cultural and creative industries in Europe, such as participation of involved HEIs in a consortium for the new EIT KIC on the cultural and creative industries, the definition of policies around arts education and research in Europe, crucial for the leveraging of funding and the Alliance sustainability. The Alliance secured additional funding totalling €16.4m, in addition to the original Erasmus+ funding, including 3 Erasmus Mundus Joint Masters, 2 Erasmus Mundus Design Measures Grant, a major H2020 Award (FilmEU_RIT), an EIT HEI project (C-ACCELERATE) to capacitate the HEIs in the area of entrepreneurship and innovation, and a Horizon Europe project to help increase the industrial sustainability of the film industries in European small markets (CRESCINE).

Transformation Funding for Technological Universities (TFTU)

The Transformation Fund for Technological Universities (TUTF) was established to assist the development and progression of technological universities as part of a policy objective of the Government in the context of higher education landscape restructuring. A total of €90m was allocated to the fund, to be awarded over a 3-year period.

In Summer 2020, following representation by the President through to the HEA, IADT was permitted to make an independent submission to this fund. In October 2020,

Transformation Funding for Technological Universities (Cont'd.)

€100k was allocated to IADT to assess and evaluate existing reports and recommendations on the viability and sustainability of establishing a university of creative arts in Ireland, and to scope out future opportunities for same within the context of IADT's existing Strategic Plan, the broader National Strategy for Higher Education, and the TU Research Network Report.

During the 2021 calendar year, the IADT project team, with contributors including Dr Daithí Mac Síthigh, Dr Hilary Kenna, John Montayne, Ann Marie Phelan, and supported by research assistant Clodagh McKenna, completed a full report on the options and opportunities for IADT as a university for the creative industries, based on engagement with international exemplar/comparator institutions, a review of evidence, and engagement with the HEA and a number of key stakeholders. This report was submitted to the HEA in January 2022 and presented, by invitation, to the HEA Board by the President and Vice-President for Research, Development and Innovation in April 2022. On this basis, IADT was invited to make a submission for Year 3

funding (2022-23), which will support transformative activities in respect of research, change management, governance, QA, corporate affairs, digitisation, and communications.

5.2   Research at IADT

5.2.1   IADT Research Office

IADT's Research Office was relaunched in 2021 under a new Head of Research (Dr. Daithí Mac Síthigh, formerly of Queen's University Belfast) and supported a range of activities throughout the year. Invited speakers at Research Office events included: Domhnall Hernon (EY) who spoke to staff and students about 'what art can teach the world and what the world can teach art' in December 2021; Dr. Richard Roche (Maynooth University); Dr. Harun Siljak (TCD); and Dr. Chiara Loda (national contact point, Horizon Europe).

Research Office staff participated in international networks including the annual conference and thematic groups of EARMA (European Association of Research Managers and Administrators) and the research events of ELIA (European League of Institutes of the Arts), and supported the development of FilmEU's research agenda,

5.2.1 IADT Research Office (Cont'd.)

especially through the Horizon 2020 project FilmEU RIT (Research-Innovation-Transformation) which commenced in September 2022. IADT's new Research Development Programme for staff was developed this year and will support a first cohort of 13 staff in 2022/23. Avril Healy (Research Officer) completed the national Campus Engage programme, which promotes engaged research and the identification of the societal impact of R&D activity.

IADT's current set of funded research and development projects (summarised on the following pages) are funded by the European Union (Horizon 2020, Erasmus+, and the European Institute for Innovation and Technology (EIT), Irish Research Council, Science Foundation Ireland, Higher Education Authority, and Creative Ireland. This year, IADT took part in funded projects involving collaboration with 17 higher education institutions and 23 industry and civil society partners across 16 member states, and with further partners in Ukraine and the United Kingdom. In 2021/22, IADT received its first award under the EU's new Horizon Europe programme, for project on the competitiveness of the European film industries (led by Lusofona University, Portugal and receiving €4m of funding) which will commence in January 2023.

Staff across all Departments also engaged with research funding opportunities, presenting proposals for collaborative work through the North-South Research Programme, to a range of European calls, and to the IRC's flagship Laureate schemes. Dr. Daithí Mac Síthigh was the rapporteur for a national workshop on how arts, social science and humanities perspectives can be incorporated into collaborative European projects; Dr. Hilary Kenna and Páraic McQuaid also participated in the interactive event.

5.2.2 Knowledge Transfer Supports

As a member of the Dublin Region Innovation Consortium (DRIC), IADT continues to maximise the impact of research in the Institute. DRIC membership is comprised of IADT, TU Dublin, the Dublin Institute for Advance Studies (DIAS), and the National College of Ireland. The Consortium is funded by Enterprise Ireland. As a member of DRIC, during 2021/2022, IADT organised a series of events and workshops on intellectual property and commercialisation for the academic community. In addition, the academic community at IADT was offered supports from DRIC licensing executives on licences, invention disclosure forms, intellectual property and commercialisation.

5.3 Projects

5.3.1 National Projects

Dublin Learning City Project

Dublin Learning City (DLC) is a partnership that is collaborating to advance Dublin as a learning region, as defined by UNESCO. The project is a Programme for Access to Higher Education (PATH3) initiative that is funded by the Higher Education Authority (HEA). DLC is Co-Chaired by Denise McMorrow, Student Experience Manager at IADT, and by Séan Delaney, Registrar & V.P. for Academic Affairs, Marino Institute of Education (MIE) as the lead partners. The remaining partners in the DLC Project are: University College Dublin, Trinity College Dublin, National College of Art & Design, and the Royal College of Surgeons in Ireland.

DLC has a strong partnership with Dublin City Council, the City of Dublin Education and Training Board (CDETB), and Dublin-Dún Laoghaire Education and Training Board (DDLETB). DLC effectively mobilizes its resources in every sector to promote inclusive learning from basic to higher education. In doing so, the city enhances individual empowerment and social inclusion, economic development and cultural prosperity, and sustainable development.

DLC is an esteemed member of UNESCO Global Network of Learning Cities. In 2021, Dublin received a UNESCO Learning City Award in recognition of good practices in promoting quality education and lifelong learning opportunities for all at local level.

During 2021/2022, DLC Project highlights included:

- Positioning DLC as a UNESCO Learning City awardee.
- Dublin Learning City Festival 2022, held from 4th to 6th April 2022 and included over 200 in-person and online events.
- The expansion of emerging, established and extensive partnerships (national and international).
- The retention and progression rates for additional under-represented students recruited, by category and institution.
- Mainstreaming activities into existing projects—promoting PATH 2 and PATH 3 projects.
- The development of the North Inner City Learning Neighbourhood - 15 Further Education and community organisations, collaborating to advance learning in Dublin's North Inner City.
- Memorandum of Understanding signed with 4 partner cities of the Irish Network of Learning Cities (Cork, Limerick, Belfast and Derry) on 18th May 2022.
- Launch of DLC 'Online Learning Directory'.

Fernhill Park & Gardens Augmented Reality Project

Fernhill Park & Gardens Augmented Reality Project is funded by the Science Foundation Ireland (SFI) Discover Programme, in partnership with Dun Laoghaire Rathdown County Council. It is co-led by Emma Leahy and Clyde Doyle. The primary focus of the project is to develop an interactive and educational exhibit using both a physical scaled model and an Augmented Reality (AR) tool based on the new Fernhill Park and Gardens. The aim of the project is to spark curiosity and engagement in Science, Technology, Engineering and Mathematics (STEM) from groups currently identified as being unengaged in STEM.

Augmented Reality technology will be used to superimpose developments of the grounds of Fernhill Park and Gardens onto the model and display how anthropogenic influence and land-use change have shaped and impacted the park. The results of the game will show the user the impacts (positive + negative) of their choices on the landscape and environment in their chosen future version. Citizens will, upon engaging with the exhibit and the workshops, become active democratic practitioners. Engagement with local authorities with regard to public consultation for future Climate Action Plans will be a tangible product of the project.

Recognition of Prior Learning (RPL)

This national initiative is a collaboration between the seven IUA Universities, the two Institutes of Technology, and four Technological Universities, with an aim is to build a consistent and coherent approach to recognition of prior learning (RPL) within and across the entire public higher education (HE) sector. Funded under the Irish Government's Human Capital Initiative (HCI) Pillar 3 (Innovation and agility), it sees the higher education institutions engineer a shift in RPL policy, procedure and practice, that has transformative potential for Ireland's education system to become an international leader in the field. The vision is that RPL will be an integral part of the higher education system, widely understood, celebrated and utilised as a flexible pathway to further learning, certification and professional development.

During 2021/2022, the RPL web page on IADT's website was updated in order to highlight some of the Institute's learners who have availed of the RPL access route; an RPL portal continued to be developed for all

5.3.1   National Projects (Cont'd.)

Recognition of Prior Learning (Cont'd.)

applicants, and improved metrics were introduced to record RPL numbers. Other activities included interviews with learners who accessed programmes via RPL, conversations with and updates for staff across IADT, and investigating further engagement with local and national industry partners.

The Impact of the Menopause on Careers in Higher Education in Ireland

The objective of this research project is to critically explore the lived experiences of a sample of women working in Irish higher education and the impact of the menopause on careers. It is funded by the Higher Education Authority under the Gender Equality Enhancement Fund; it is led by IADT and delivered in collaboration with IT Sligo and TU Dublin.

The project will start a conversation at national, regional and local level in the HEI sector (and beyond) on working women and the menopause and careers, prompting policy review regarding how to better support women experiencing the menopause transition, e.g. culture, training, specialist provision and policy in relation to flexible working arrangements and workplace adjustments. It will also have relevance to future legislative reform e.g. in respect of leave.

Europe's ageing population raises many challenges for policymakers in relation to employment, working conditions, living standards and welfare. The EU is turning 'increasingly grey' as a result of dynamic shifts in fertility and life expectancy. Gendered ageism is systemic throughout EU workplaces. Addressing gendered ageism is a strategic priority for the EU and Ireland. This project aligns with a range of EU and national objectives. Its outputs will include a literature review, report, a colloquium (involving the three HEIs and a range of stakeholders), and focus groups with staff across the institutions.

Towards A Creative Dún Laoghaire

IADT and Dún Laoghaire-Rathdown County Council (DLR) were awarded funding by Creative Ireland under the Creative Communities Economic Action Fund. This new initiative provides local authorities with resources to develop innovative projects which seek to leverage the potential of the creative industries in supporting local and regional economic development. The project commenced in June 2022, combining expertise from DLR's Arts Office and Economic Development Unit with that of IADT staff and researchers.

Towards A Creative Dún Laoghaire (Cont'd.)

In particular, the project is a partnership between the County Council and IADT's Public Design Lab (PDL). The partners will research and explore ways of forging closer cooperation and embedding a presence for IADT in the town of Dún Laoghaire. They will also work closely with a range of key local stakeholders to examine ways to enable IADT graduates and other creatives to stay working within the town and the wider county.

5.3.2   European Research/ Development Projects

ACCELERATE Project

The ACCELERATE project (2021-2023) has a simple but ambitious aim: to improve the teaching of art and design at higher education in a post-pandemic Europe through the development of innovative methodologies, tools, platforms, and resources for accessible immersive learning (VR, AR and XR). It is funded by the European Union as an Erasmus+ Strategic Partnership in Higher Education.

ACCELERATE aims to bring together art and design lecturers, educational researchers, and learning technologists from the UK, Ireland, Poland, and Ukraine to reflect on the impact of COVID-19 and to explore new possibilities for pedagogy and digital innovation. Topics addressed will include new innovative curricula/educational methods/development of training courses, access for disadvantaged, and creativity and culture. The IADT team includes Dr. Therese Moylan, David Quin, Aoife Balfe, and Julian King, who are planning a training event at IADT for November 2022, and working on virtual reality case studies in partnership with colleagues in Ukraine and the UK.

C-ACCELERATE Project

C-Accelerate is focused on increasing the innovation and entrepreneurial capacity in higher education in the fields of the arts and creative practices by bringing together four HEIs that make up FilmEU with Aalto University, a leading institution with strong expertise and participation in different EIT knowledge and innovation communities, along with several industry and public organizations, that together will work towards the objective of incrementally

C-ACCELERATE Project (Cont'd.)

improving the degree to which entrepreneurship is included within the core ecosystem of the future European University and to which innovation is central in its consolidation.

With €1.2m in funding under the European Institute of Innovation and Technology (EIT)'s HEI initiative, it will over two years from July 2022 develop an innovation action plan, support the development of new initiatives and curricula, provide mentoring and training to staff and students, and support start-up and project development across the participating institutions.

DESTIN Project

DESTIN (Journalism Education for Democracy in Ukraine: Developing Standards, Integrity and Professionalism) a multi-year EU-funded project (Erasmus+), led by Bath Spa University (UK) working with a range of partners in the EU (Ireland, Poland, Sweden, Austria, Netherlands) and ten Ukranian universities: Mariupol State University,

Zaporizhzhia National University, Sumy State University, Yuriy Fedkovych Chernivtsi National University, Bohdan Khmelnytsky National University of Cherkasy, Taras Shevchenko National University of Kyiv, Academician Stepan Demianchuk International University of Economics and Humanities, Ivan Franko National University of Lviv, Ukrainian Catholic University and Uzhhorod National University. Other Ukrainian partners include Ukrainian Association of Students, Hromadkse Radio and the Ministry of Education and Science of Ukraine.

Through this project, 20 Ukrainian BA and MA study programmes in Journalism were revised and rewritten, with IADT involved in study programme development, the creation of a pedagogical toolkit, training for trainers and project peer reviews, programmatic reviews and report writing. National Methodological Guidelines for the Content, Development and Implementation of the Bachelor's and Master's Study Programmes in Journalism were drawn up by the project partners and a full suite of

DESTIN Project (Cont'd.)

online Media Awareness and Journalism Outreach resources and courses for young people were developed. The project will close with online events and a workshop in Poznan in late 2022.

EDIFY_EDU-Equality, Diversity, Inclusion for Improving the quality of Management Education, Training and Professions

The project addresses the skills gap in the sector of Management education with regards to competencies on equality, diversity, and inclusion (EDI), which are more and more needed in a complex and fluid society. It is funded (€1.5m over three years) by the European Union under the new Erasmus+ Alliances for Innovation scheme; the project is led by IADT and includes a consortium of higher education institutions, labour market actors and experts, and SMEs across Ireland, Austria, Germany, Finland, Greece, Italy, and Sweden.

The project will facilitate the acquisition of EDI competencies and transversal skills for management students and managers in business (in particular targeting medium-sized companies), in order to respond to the societal transformation by setting up a system for skill assessment, learning offer and validation and recognition. The team will analyse the training needs and offers in management education and business sector, in order to identify graduate attributes that will lead to the development of a modular training curriculum addressing EQF levels 5-6. The curriculum will be designed based on learning outcomes and on the blended learning principles, in order to facilitate the acquisition of knowledge, competences and skills based on the exploitation of various learning settings.

Subsequently, a suite of modules offered as micro-credentials will be developed, targeted to management students as well as for upskilling and re-skilling managers and employees to alleviate inadvertent discriminatory practices and unconscious bias in the workplace. The project addresses on different target groups, willing to give both students (who are future managers) and actual managers already active in the labour market, competencies, tools, and readiness for the "next practices" to be implemented.

GS-CAPS Project

Continuing IADT's participation in the Creative Approaches to Public Space (CAPS) Graduate School, IADT hosted a three-day research/knowledge-exchange event on the theme of 'The City as Artscape' in June 2022. The event comprised a series of workshops, seminars, and site visits in which academics, arts practitioners, and postgraduate students explored encounters between the arts and public space. Colleagues and visiting partners participated in a series of panel discussions on various topics that explored trans/intra-disciplinary approaches to the arts and public space. The event was supported by the French State's Programme d'Investissements d'Avenir (ANR-18-EURE-0007) and the IADT organizing team comprised Dr Jenny McDonnell and Dr Maria Parsons.

Special guests included Mariam Diallo, Cultural Counsellor at the French Embassy in Ireland, Dr Marion Hohlfeldt and Professor Anne Goarzin of CAPS, and, Dr Eamon Maher, Director of the National Centre for Franco-Irish Studies (NCFIS) at TU Dublin. During the event, the new book New Cartographies, Nomadic Methodologies. Contemporary Arts, Culture and Politics in Ireland (Peter Lang, 2020), edited by Anne

Goarzin and IADT's Maria Parsons, was launched.

Other activities during the week included a historical walking tour of the Liberties, a visit to the studio of IADT's Clodagh Emoe at IMMA to discuss her Radical Plot residency and some of her previous artistic work, presentations from artists Deirdre Kennedy and Shane Cullen, and a partnership meeting at the James Joyce Centre in Dublin (including discussion of future plans for Joint Masters degrees).

Interact Project

InterAct is a two year EU-funded project, supported under the Erasmus+ Strategic Partnership scheme and led by KulturLife (Germany). Alongside IADT, the other partners (spanning higher education and youth work) are drawn from Belgium, Greece, the Netherlands, and Sweden). It concerns the development of intercultural competences in international youth projects surrounding the concept of Intercultural Action Competence (IAC). Intercultural competences are abilities to adeptly navigate and communicate effectively and appropriately in complex environments when interacting with others who are linguistically and culturally different from oneself.

Interact Project (Cont'd.)

The main goal of InterAct is therefore to transform the concept of IAC from theory to practice and make the idea of intercultural competence easily understandable and immediately applicable via a responsive mobile web based app.

IADT's core work on InterAct is to develop a 'Mobile First Responsive Web Application' UX/UI design, that will enable InterAct content to render across a variety of digital devices and screen sizes including Smartphones in a user friendly way. Work in progress was presented at a partner meeting (hosted by IADT) in June 2022 and the development and testing of the app continues.

International Credit Mobility Project (ICM)

Two International Credit Mobility (ICM) Projects have been in progress since 2017, one with Sumy State University in Ukraine and second in collaboration with SAFAA (State Academy of Fine Arts of Armenia) and YSITC (Yerevan State Institute of Theatre and Cinematography) in Armenia. The European Commission has agreed follow-on funding for both mobility projects, stretching them to the summer of 2023, including plans for incoming and outgoing staff mobility. IADT has

proposed that both Sumy State University and SAFAA be incorporated as FilmEU Associate Members.

The Armenia mobility project focuses on capacity building, the enhancement of teaching, learning and assessment and on the possible creation of capacity building toolkits for small Institutes of Art, Design and Media. SAFAA staff visits to IADT are planned for early 2023 and will involve job-shadowing, presentations and workshops on all aspects of art, design, film and media teaching, learning, assessment and project work. As part of the project, IADT's David Quin will present at a December 2022 webinar to launch the Armenian KATAPULT project – focusing on links between industry and education.

The Ukrainian ICM partnership with Sumy State University has been badly affected by the Russian attacks on critical infrastructure, making it difficult for IADT to maintain working communications with the university and making it almost impossible for Sumy staff to attempt even short working mobilities to Europe. In 2023, IADT intends to focus more on links with Sumy's Faculty of Business and Economics, with Dr Therese Moylan and her IADT Business and Entrepreneurial team taking more of a lead.

SoPHIA Project

The SoPHIA (Social Platform for Holistic Heritage Impact Assessment) project was successfully completed in January 2022. It was a 2 year research project funded under a Horizon 2020 call on Socioeconomic and Cultural Transformations in the Context of the Fourth Industrial Revolution. The consortium was made up of seven partners coordinated by the Università degli Studi Roma Tre (UNIROMA3), Italy; the IADT team was led by Páraic McQuaid, and included Dr Christine Horn as researcher and Dr Tiziana Soverigno as research assistant.

In its earlier stages, the project involved a major review of existing literature, a first draft of the SoPHIA model (of holistic impact assessment of heritage interventions in the urban environment), and its testing through 12 case studies (including IADT's case studies of Temple Bar and Galway 2020 European Capital of Culture). In its final stages, the project team wrote 4 policy papers to be presented to the European Commission; and development of tools and guidelines for the use of the SoPHIA model.

To this end, on 23rd and 24th September 2021, IADT hosted a stakeholder workshop in Dun Laoghaire (both online and in person), and took part in a panel discussion on the potential of the SoPHIA model in the context of the New European Bauhaus at the final in person meeting of the consortium in Rome in December 2021. Dissemination activities included a chapter of a special edition of the Economia dela Cultura on the SoPHIA project (2021), and a co-authored paper and discussion at the conference Changing Cities V in Corfu, Greece (2022).

5.3.3 Innovation Voucher/Industry Collaborations

During the academic year 2021/2022, IADT engaged on 7 innovation voucher collaborations with companies. Outside of the popular technology and product development initiatives, IADT has seen representation from a wide variety of the Institute's disciplinary areas, with a particular focus on and engagement with visual branding and building brand identities.

5.3.3 Innovation Voucher/Industry Collaborations (Cont'd.)

In 2021, Enterprise Ireland expanded the voucher programme for clients. Companies are now able to avail of four innovation vouchers, the fourth being co-funded by Enterprise Ireland and the company, leading to potential, longer term research partnerships and innovation partnerships with the college. Two of the innovation voucher collaborations have led to repeat business within the year.

The innovations vouchers commenced/completed during 2021/2022 were as follows:

- Freebird
- Leakwatch
- Decalore
- Sideteams – 2 voucher projects
- Omuu
- Sports Asset Management

5.3.4 FÍS Initiatives

FÍS Film Projects

The FÍS Film Project is a Department of Education and Skills (DES) national initiative, launched in 1999/2000, managed by IADT's

FÍS Office in partnership with the Professional Development Service for Teachers - Technology in Education Dept. (PDST TiE). FÍS is a successful film project that continues to thrive in primary schools across Ireland. The initiative supports teachers to introduce film into the primary classroom, helping children develop essential skills in focused creativity, moving-image literacy, communication, critical thinking, problem solving, teamwork and visual arts. On an ongoing basis, primary school teachers are provided with a large bank of resources for live action and stop motion animation filmmaking. Over 120 samples of FÍS award winning films made by children in Irish primary schools are also published at www.fisfilmproject.ie.

During 2021/2022, in line with Government advice, FÍS gradually returned to face-to-face professional development for teachers, hosted through the national network of Educational Centres. FÍS is the longest running project of its' kind and is cited as an exemplar for digital technologies supporting creativity in the classroom in the recently published Department of Education's Digital Strategy for Schools 2027 under Pillar 3: Looking to the future: policy, research and digital leadership.

Sinead Kennedy, RTÉ Presenter & MC
FÍS Film Awards 2021

5.3.4   FÍS Initiatives (Cont'd.)

FÍS Storyboard Storytelling Competition

Due to the success of the 2020/2021 FÍS Storyboard Storytelling competition the FÍS team decided to run it again for 2021/2022. Open to all primary schools across the Republic of Ireland to enter the competition invited pupils to visually interpret a story, concept or topic using artistic media and different types of shots to convey that story in an imaginative and creative way. Following a competitive selection process, 22 awards were made across class/age categories and winning schools received educational technology provided by FÍS project partners, the PDST TiE. The overall Best Storyboard award went to Scoil Eanna, Bullaun, County Galway for their entry, 'The Last Note'.

FÍS Film Awards

The 16th Annual FÍS Film Awards ceremony took place virtually on 19th November 2021. Guest of Honour for the 2021 FÍS Film Awards ceremony was Minister for Education, Norma Foley TD. Minister Foley congratulated all pupils shortlisted for this years' FÍS Film Awards

and remarked the tremendous achievement for all children and teachers involved in the film making process. The awards were presented by RTÉ's Sinead Kennedy and recorded in IADT's National Film School (NFS) state-of-the-art studio.

Under the tutelage of staff of the NFS the ceremony was produced, filmed and edited by students from the Film & TV undergrad and the MA in Broadcast Production programmes. For the first time ever, the FÍS set was designed and built with significant involvement of staff and students of the Design for Stage & Screen programme at IADT, working alongside industry experts to deliver a fantastic set for the annual awards ceremony. The ceremony was broadcast with support from IADT's IT/Educational Technology Dept. streamed via HEAnet services.

A total of 21 awards for outstanding achievement in film making were made across a range of categories; Costume Design, Sound Track, Adaptation, Special Effects, Best Newcomer, Best Junior, as well as awards for curriculum relevant films that

5.3.4 FÍS Initiatives (Cont'd.)

FÍS Film Awards (Cont'd.)

included subject areas such as History, Science and topical subjects such as COVID-19. Counties represented across the award-winning films include Limerick, Donegal, Dublin, Galway, Kerry, Laois, Leitrim, Waterford, Cork, Sligo, Wicklow, Kildare and Tipperary. The Aileen MacKeogh FÍS Film of the Year 2021 Award was won by St. Hugh's National School, Dowra, County Leitrim for 'The Son of the Grabber', which also was awarded Outstanding Achievement in Filmmaking for Direction.

dlr First Frames Short Film Funding Scheme 2021/2022

dlr First Frames short film funding scheme is fully funded by Dún Laoghaire-Rathdown County Council Arts Office and Economic Development Unit and managed on their behalf, by IADT's FÍS Office. Following a competitive selection process, two short film, *Simon* and *Soulmate Wanted* were awarded funding of €12,000 (+ Covid-19 safe shoot expenses) each under the dlr First

Frames Scheme. The awards were announced by Cathaoirleach of Dún Laoghaire-Rathdown County Council, Cllr. Lettie McCarthy. Simon was produced by Take Ten Productions while *Soulmate Wanted* was produced by Stori Creative. A DLR premiere is scheduled for both in November 2022 at the Lexicon Dún Laoghaire.

5.4 External Development Links

5.4.1 Erasmus+ Student Exchanges

During 2021/2022, twenty-seven Erasmus students came to study in IADT; the countries of origin included:

- Belgium   1
- France   8
- Germany   9
- Italy   3
- Portugal   2
- Spain   2
- The Netherlands 1
- U.K.   1

5.4.1 Erasmus+ Student Exchanges (Cont'd.)

Areas of study included: Animation, Art, Design for Stage and Screen, Visual Communications, Model Making, New Media Studies, Film & TV, Arts Management, Photography, English, Media & Cultural Studies, and Applied Entrepreneurship.

During 2021/2022, a total of forty-nine IADT students went abroad to study. The countries of destination were:

- Belgium   1
- Croatia   1
- Estonia   1
- Finland   4
- France   3
- Germany   4
- Hungary   9
- Italy   7
- Poland   1
- Spain   10
- United Kingdom   3

Areas of study included: Art, Film and Television Production, Photography, Arts Management, Entrepreneurship and Management, New Media Studies, Design for Stage & Screen, Creative Music Production and Visual Communications.

A total of twelve Erasmus Student Traineeships took place during the academic year from programmes of study such as: Visual Communications, New Media Studies, and Design for Stage & Screen, to the following destinations:

- Germany   6
- Hungary   1
- Spain   4
- Sweden   1

In addition, a total of eight Erasmus Graduate Traineeships took place during the academic year from programmes of study such as: Art, Photography, and Design for Stage & Screen, to the following destinations:

- Finland   1
- Germany   1
- Iceland   1
- Norway   3
- Spain   2

5.4.2 Erasmus+ Staff Exchanges

Two Academic staff members travelled with seven IADT students to Aalto, Finland to deliver a workshop in Virtual Reality.

John Kilroy, Founder & CEO of Digital Learning Institute with his team

5.5 Enterprise Development

5.5.1 Media Cube

During 2021/2022, the Media Cube continued to support the creation and development of high-potential start-up companies by delivering mentoring supports and by facilitating access to a variety of enterprise-support networks. During 2021, the pandemic and uncertainty that followed, had an impact on the companies of the Media Cube, many of which underwent significant pivots.

By the first quarter of 2022, confidence returned and the Media Cube saw a return to on-site activities for many of its clients. The building returned to 100% occupancy at the end of 2021, and has remained so throughout 2022. The event programme has returned in full, and supports continue to be offered to the Media Cube clients in the form of one-to-one mentorship, clinics and access to a comprehensive library of start-up resources. The Media Cube, under the funding it has received from Enterprise Ireland's 'Powering the Regions' Fund, has completed a full programme of renovation during 2022, including the installation of improved broadband and the refurbishment of communal facilities.

Some of the successes for Media Cube companies during 2021/2022 included:

- **Capella:** Throughout 2022, Capella's Platform for Hybrid Working has continued to develop, with new features around Hybrid Health & Safety, and insightful reporting that supports managers in understanding the future of Hybrid Working within their organization. Capella's latest customer contracts include governments departments, insurance companies, law firms and a mix of companies, large and small. The business is in the process of closing a pre-seed round with a combination of private investment from the US and HPSU funding, and projects achieving annual revenues of €10m + within the next five years.

- **Digital Learning Institute:** The Digital Learning Institute, led by John Kilroy, bridges the global skills gap in digital learning design to provide a career pathway for digital learning designers. The Digital Learning Institute has given training to 3,000 students since its inception in 2019, by offering university credit-rated courses in Digital Learning Design. The growing number of the Institute's

Ian Kiely, CEO of Drone Consultants Ireland

5.5.1   Media Cube (Cont'd.)

corporate clients include Boston Scientific, Vodafone, Zendesk, Primark, NHS and Three. This year, DLI announced a new partnership with Corporate College in the US. Corporate College is a US-based institution that provides professional development training to individuals and organisations. Digital Learning Institute have been working in 2022 on a new module on Immersive Learning and the Metaverse which they are launching in Q4 2022.

- **Drone Consultants Ireland:** Led by CEO Ian Kiely, Drone Consultants Ireland is primarily focused on the development of drones, utilising space data to influence future market solutions. The team are currently working as part of a European consortium on GONAV IoT, which is a high-precision positioning algorithm and chipset developed in collaboration with the European Space Agency (ESA). The technology will reliably enable pinpointing the location of multiple drones in real time over vast areas. The International launch of GEONAV IoT is scheduled to take place at the Media Cube in early 2023, and will be supported by ESA. We have been overseeing a French-Irish study to identify ways to better utilise space data to operate drones autonomously en masse and outline future needs of the satellite network for The European Space Agency. With the support of Dún Laoghaire Rathdown and IADT we are currently focused on Dún Laoghaire harbour.

- **Education Elephant:** Education Elephant, new to the Media Cube since the end of 2021 is growing from strength to strength. Education Elephant is dedicated to supporting educators around the world ensuring they have easy access to assessment tools, classroom resources, professional development and student interventions. This year the company has taken on two new staff and has plans to recruit two to three more before the end of 2022. The company is currently developing a digital suite of innovative psychometric assessment tools and has a number of international companies interested in partnerships. Overall company revenue for the year has increased and 2023 will see the business expanding into further global markets. Rebecca Good, Director of Education Elephant is an alumnus of the New Frontiers programme and new to the Media Cube since the end of 2021.

5.5.1 Media Cube (Cont'd.)

- **Everhaze:** Everhaze, a new PR platform for agencies and communications teams launched earlier this year aimed at accelerating the digital transformation of the PR industry globally. Launched by Cubists, James McCann and Cormac Glynn, the platform serves as a centralised platform for PR teams to plan, execute and analyse PR campaigns domestically or internationally by combining team, client, journalist and campaign insights into one accessible dashboard. Inspired by the need for better digital infrastructure for the PR sector, Everhaze focuses on giving PR teams better oversight of client campaigns, capacity management, media contacts, analytics all within an intuitive user experience.

- **Gladcloud:** Gladcloud is the Complete Trade Marketing Platform on Social Media (B2B2C) for Global or National brands to Locally activate Trade Marketing campaigns at scale. The platform is specifically built for brands that sell products or services via large networks of independently owned trade customers, such as Alcoholic Beverages with Bars, Professional Cosmetics with Salons, Food Delivery with Restaurants, and many other large relevant sectors. Gladcloud has long-term agreements in place with Diageo, Uber Eats and Puig, and is progressing pilots with brands across multiple sectors and geographies. To date, the business has raised €1M in funding to develop the platform and bring first paid trials to formal Monthly Recurring Revenue agreements. The business is raising Scale-Up funding of €1.5M in Q1 2023, to enhance in-house development resources and to deploy In-Market Business Development, Client and Merchant Success teams for roll outs across multiple new sectors and geographies.

- **HYPH (formerly Xhail):** HYPH is a tech start-up focussed on the music and entertainment industries, with operations in Dublin, New York, Stockholm and Los Angeles. HYPH has developed a proprietary technology that will forever change the way music is created, shared and enjoyed. In late 2022, HYPH will launch a consumer application that will give anyone, regardless of ability, the opportunity to create the world's best

Derek McNamara, CEO & Founder, Sports Asset Management

5.5.1 Media Cube (Cont'd.)

sounding performances and share them with the world. The technology offering that underpins the company's patents has broad applicability in many industries, including film and television, advertising and commercials, movie promotions and trailers, gaming, social media and web services. The company works with and supports artists throughout the world, providing sustainable income generation opportunities.

- **Safecility:** Safecility help to bring buildings and infrastructure to the cloud. They use modern sensors to automate fire safety testing, meter reading and building management. Their technology cut costs by up to 50% and improve ESG reporting. Safecility are working with Dean School Foundation in Cheltenham to fit automatic emergency lighting testing to their schools and nurseries in England. This will improve student safety and cut the cost of monthly maintenance by 35% overall.   In September, the company will begin working on an SEAI funded project with University of Limerick and Limerick City Council examining how smart technology can improve energy efficiency in older buildings. The two year project aims to implement the EU Smart Readiness Indicator system within the historic Georgian Quarter of the city.

- **Sports Assets Management:** Sports Asset Management takes thousands of data points, and brings them together in easy to understand graphs, grids or videos. We have built our analytics platform in this way so that player, coaches and teams have a way of effectively measuring their performance. Sports Asset Management analyses game footage to identify not just what each player is doing in the game but how well each player's interaction in the game went. By analyzing the game in this way, we can measure performance, helping teams better prepare for game and be more proactive in identifying talent. Sports Asset Management is undergoing a round of investment of €400,000 to support the launch of their client-facing analytics platform in Q3 2022. Derek McNamara is CEO and Founder of Sports Asset Management and new to the Media Cube in Q2 2022.

Siobhan Dee, The Diabetes Dept. With Thomas and David Coleman, Zendra Health

Matthew Egan, CEO and Founder of VenueSearch, Laura Byrne, Head of Corporate Business & Events, Mella Carron, Intern VenueSearch, Student of New Media Studies, IADT

5.5.1   Media Cube (Cont'd.)

- **The Diabetes Dept.:** The Diabetes Dept. delivers meaningful chronic disease prevention programmes to companies with more than 200 employees with an average age of 40+. The Diabetes Dept launched the Ignition Go app & wellness programme in May and is currently delivering a high scale, paid pilot in Irish Rail. There are 350 employees using the app which was built in conjunction with co-Cubists, Zendra Health. The UK Railway Safety Standard board will deliver an independent report on the project in Dec.'22. This is with view to recommending it across the UK Railway system. The Diabetes Dept. is currently in discussions with a number of large organisations with an average age of 40+ who are the ideal market for their products. The Diabetes Dept currently employs 2 people part time and is planning for 2023 to be a year of investment, scaling and growth.

- **VenueSearch:** VenueSearch is a web platform that connects party planners and businesses with fantastic venues to host a wide range of unique experiences, corporate and private events. VenueSearch provides partner venues with industry leading digital marketing services and business development to a highly relevant, 'ready to book' audience. With the introduction of VenueSearch's new end-to-end booking portal technology, launched at the end of Q3 2022, the business offers complete visibility over the client's journey from their initial research, to enquiry and finally to a confirmed booking. This technology enables venues to manage event bookings more efficiently with data on response times and conversion rates instantly available, as well as being able to immediately identify areas where a venue is performing well to maximise revenue and/ or consequently where the venue's offering may not be quite hitting the expectation of the client. Matthew Egan, CEO and Founder of VenueSearch is an alumnus of the New Frontiers programme and new to the Media Cube since the end of 2021.

- **Zendra Health:** Founders Thomas and David Coleman have developed a "Shopify" for Digital Health, which enables healthcare services and MedTech companies to innovate from within by providing a ready-

5.5.1 Media Cube (Cont'd.)

to-assemble digital health platform to digitalise their care pathways. Over 50 healthcare and MedTech clients are using Zendra's award-winning technology to better coordinate care across services, reduce waiting lists and empower patients to better manage their care. Zendra is in US, UK and Irish markets in the areas of Mental Health, Older Persons Care, Rehabilitative Care, Wellness and Neurological conditions and has just expanded into the Spanish market. Fellow Media-Cuber and Corporate & Community Health trail-blazers, the Diabetes Department is one of Zendra Health's clients.

- **ZiggyTec:** ZiggyTec uses the latest property technology to measure, monitor and report on critical data within the workplace such as utility usage, indoor air quality, Legionella compliance measures and other environmental factors. This helps clients make their workplaces smarter, safer and more sustainable by giving them access to accurate, reliable and consistent data via a personalised, cloud-based portal. We serve a growing list of blue-chip and SME clients in real estate services, financial services, professional services, the public sector and more. We want to help anyone who is interested in harnessing the power of IoT technology to enhance their workplace environment.

5.5.1.1 Media Cube Alumni

A number of Media Cube graduates enjoyed success during 2021/2022, including:

Equine MediRecord - Equine MediRecord, a digital platform for horse breeders and trainers, was established by Pierce Dargan, Simon Hillary and Finlay Dargan in 2016. The Equine MediRecord platform has gained international traction in Ireland, the United Kingdom, The United States and Saudi Arabia with clients including the Breeders Cup World Championships, the Saudi Cup and the American Classic Preakness Stakes. In 2022, Equine MediRecord raised more than €10m in funding from a US private equity firm to expand globally. The investment came from Chicago based private equity firm Merit Holdings through their Inova Group Holdings platform which also previously acquired Business Infusions, the largest equine veterinary software group in the world. Equine MediRecord will also join the Business Infusions group. Pierce completed the New Frontiers programme at the Media Cube IADT in 2017.

5.5.1.1   Media Cube Alumni (Cont'd.)

- **Fused** - Fused is a range of Asian cooking essentials, created by TV Cook and cookbook author Fiona Uyema, who completed the New Frontiers programme at the Media Cube in 2017. The Great Taste Awards winning range includes stir fry sauces, curry pastes, and ready chopped ingredients. Fused products are made with 100% natural ingredients, no refined sugars, and no artificial ingredients and preservatives. Fused recently launched a new condiments range, including Fused Katsu Curry Ketchup and Japanese Style Hot Sauce, with 100% of the profits going directly towards the Irish Red Cross Ukraine relief efforts. The sauces are available in Lidl, SuperValu and Dunnes Stores nationwide, independent retailers and online.

5.5.2   New Frontiers Programme

The New Frontiers Programme, funded by Enterprise Ireland is a leading enterprise development programme in Ireland. 2021/2022 was the first year of a new five-year partnership between IADT Media Cube and NovaUCD to deliver a New Frontiers Programme for entrepreneurs, with IADT acting as the lead partner. The purpose of this entrepreneurship programme is to fast-track the growth of innovative businesses who have the capacity to scale internationally. Having successfully rolled out Phase 1 to 35 start-up companies in Q4 2021, the focus for 2022 was Phase 2 of the programme. A total of 12 participant companies underwent Phase 2 of the programme which completed in Q3 of 2022.   The second year of the programme commences simultaneously in Q3 of this year. Some of the Phase 2 participants include:

- **EduaOrg**: EudaOrg, the first online DEI management suite for employers, was founded by Nessa Maguire and Allison Kuschel. They recently welcomed Rishabh Chandaliya to EudaOrg as their Lead Developer with Fearghal Kelly joining as an Advisor. They are gearing up to launch their first product in December 2022. The product for diversity, equity, and inclusion (DEI) managers, will be followed by a second product for all employees in April 2023 and a DEI supplier management product in early 2024. They are working with Learnovate at Trinity to research best practice in DEI learning. Their continued consultancy work in DEI has allowed them to be involved in some exciting projects, including the first Industry Report in DEI in the BioPharmaChem sector in Ireland which will be launched in October 2022.

5.5.2   New Frontiers Programme (Contd'.)

- **SideTeams:** SideTeams is positioned to take advantage of the new post-pandemic, remote working world. More people are unhappy with traditional work and are working multiple jobs, through side hustles and the gig economy, with a strong emphasis on flexibility of schedule and remote working. SideTeams is the new one-stop-shop, AI driven, ecosystem and community for startups, aspiring entrepreneurs, product builders, creators, students, mentors & investors, to connect and collaborate in ways that have not been possible before now. SideTeams are enabling people to control & customize their own work/life balance. SideTeams aims to be the most diverse, innovative, efficient and engaged entrepreneurial ecosystem in the world, where amazing feats are achieved everyday through the power of collaboration.

- **TaxZap:** TaxZap is an automated tax filing web app allowing us to charge the lowest prices in the market. PAYE workers can submit tax filings in less than 60 seconds and claim back on average €1,037. Small business owners can file an income tax return for a fraction of the price of a traditional accountant.TaxZap recently underwent a complete overhaul of their backend database and have built their own CRM system specifically for the tax industry.They recently hit their 20,000th client since their launch and are currently underway with their angle round investment seeking €250,000.

5.5.3   Student Enterprise Bootcamp 2022

In January and February 2022, the Media Cube delivered its Annual IADT Student Enterprise Bootcamp face-to-face in the Media Cube. Selected IADT students worked with a team of mentors from Media Cube companies and representatives from Enterprise Ireland, the Dún Laoghaire Rathdown Local Enterprise Office (LEO), and Bank of Ireland to develop their business ideas and become 'pitch ready' for investment. The closing event of the Bootcamp was the presentation of the 'Elevator Pitches' by the students to a panel, including representatives from Enterprise Equity Venture Capital Investment Management, the Media Cube and the

Aimee Burke, winner of the 'Most Developed Business Concept' Prize

5.5.3   Student Enterprise Bootcamp 2022 (Cont'd.)

The winner of the 'Most Developed Business Concept' Prize at the 2022 Bootcamp was Aimee Burke with her Irish based gymnastics clothing online store. The winner of the 'Most innovative' were Bobby Byrne and Caoilinn Handley (Grads from Film & TV production IADT) who introduced us to new framework of film production for people with autism.   'Best Pitch' was awarded to Mella Carron, a student of New Media Studies at IADT. Mella was mentored by Media Cube Company, VenueSearch, as part of the Student Enterprise bootcamp and she has since been employed by them as an intern. The applications and selections process for the 2023 Bootcamp commenced in November 2022. This bootcamp has been developed to further support entrepreneurship among IADT students across the academic disciplines.

5.6   Events & Achievements

Songwriting Competition (Nov. 2021)
IADT held a Songwriting Competition entitled "New Beginnings" for Transition Year, 5th and 6

Year students in November 2021. The judging panel comprised of students from IADT's BA (Hons) in Creative Music Production, and the winners were: Kasia Emeh from Loreto Secondary School, Balbriggan; and Ollie West from St. Conleth's College, Ballsbridge. The winners were invited to record their winning entries in Temple Bar Dublin over the Easter Break and were assisted by the Creative Music Production Team.

FilmEU Summit (June 2022)
IADT's National Film School hosted the FilmEU Summit from 7th to 10th June 2022. The theme of the Summit was "European Sustainability in Film Education and the wider Film and Media Arts Industries". Speakers at the open sessions included policy makers, industry professionals, academic staff and students from across Europe. The event showcased progressed made in the development of the FilmEU Project, and shared the results with the broader academic community.

5.7   Marketing

During the academic year 2021/2022, the Marketing Office's priorities were:

- Building Awareness
- Driving Recruitment
- Enhancing Digital

- **Building Awareness** — a campaign was delivered to promote the IADT brand and drive awareness of the courses the Institute offers. Core brand messages were developed through an awareness campaign and highlighted what made IADT unique. The Marketing Office heavily promoted IADT in catchment areas, targeting local schools, Southside and Dart commuters. The campaign was supported by an extensive social and digital media awareness campaign.

- **Driving Recruitment** — the Marketing Office manages the recruitment for the following courses: Undergraduate, Postgraduate, Certificates and Springboard. During 2021/2022, Marketing staff developed a calendar of events to promote IADT's courses, which included:
  ⇒ Higher Options (September 2021)

⇒ Launch of new Postgraduate site, including Q&A Course Sessions, Lecturer videos and Graduate profiles (September 2021)
⇒ Taster Days (October 2021)
⇒ Open Days (November 2021 & April 2022)
⇒ Spotlight Sessions (January 2022) - 1,200 students registered
⇒ Campus Tours (ongoing)
⇒ Social & Digital Events (ongoing)
⇒ Schools Programme (ongoing)
⇒ Student Ambassadors (September 2021)

- **Enhancing Digital** — during 2021/2022, a number of digital campaigns were run including:
  ⇒ 'Create Your Future'
  ⇒ 'Being On'
  ⇒ 'Young Women in Film'
  ⇒ 'Accenture Leader of Tomorrow'

In November 2021, the Marketing Office managed the communications, branding and event production for IADT's Conferring Ceremony.

5.7   Marketing (Cont'd.)

In June 2022, the Marketing Office delivered a successful On Show 22 event to launch IADT's Student Showcase and Exhibition. In addition to the webpage, national press coverage included:

- The Irish Times (front page + Images of the Day)
- RTE.ie web feature
- RTE Radio 1 (Morning Ireland in 'What the papers say')
- The Examiner
- The Herald

During 2021/2022, the Marketing Office delivered the following publications:

- CAO Postcard
- IADT Prospectus
- Learner Charter
- Portfolio Guidelines
- Postgraduate Collateral
- Presentations
- Student Handbook
- Strategic Plan
- School Posters

5.8   Campus Initiatives/Developments

5.8.1   New Digital Building

In November 2017, IADT's Digital Media Teaching Building was included in eleven projects identified for funding as part of a €200 million Public Private Partnership (PPP) Programme for the higher education sector. The building will provide space to support and grow creative, digital and technological programmes, as well as providing a 600 seater campus restaurant and informal learning spaces. When completed in 2022/2023, the building will provide for an anticipated growth in numbers in the region of 590 students.

In November 2019, the National Development Finance Agency (NDFA), carried out a tender process for the Project Team. A preferred tenderer was identified in September 2020, and contract negotiations commenced.

During 2021/2022, the competitive dialogue process with the preferred tenderer continued under the direction of the NTMA/NDFA and the HEA. It is expected that construction on the Digital Media Teaching Building being completed within 26 months.

5.9   Energy Management Report

5.9.1   Energy Awareness Campaign

During 2021/2022, IADT continued the partnership with the OPW Optimising Power at Work campaign and held a number of events for the Campus Green Week from 8th to 11th March 2022. The focus was primarily on educating recyclable waste streams on campus. A Recyclable Waste Competition was held, with the OPW taking an information stand at the event/ Guest speakers included: Friends of the Earth and a Clay Modelling/ Planting demonstration. In addition, an online energy quiz was held to raise awareness of energy conservation.

5.9.2   Sustainability

In May 2022, the HEA/SEAI Higher Education Energy Efficiency and Decarbonisation Pathfinder Programme for energy efficiency upgrades to the Atrium Building commenced on site, with an ambitious programme to complete the works within a 14-week period. The works included:

- The Installation of a new heat pump to heat domestic hot water;
- The retrofit of LED lighting throughout the building and the installation of presence-based/daylight sensors;

- The installation of thermostatic radiator valves on all radiators;
- The removal and replacement of the existing roof covering and insulation above the Library;
- The installation of additional insulation over the ceilings of the third floor of the building;
- The replacement of defective window glass, the sealing around windows and the maintenance and replacement of window furniture.
- The installation of auto power-off switches in all computer labs;
- The installation of check meters on main utilities to monitor performance;
- The carrying out of thermal imaging and air tightness surveys, including any localised works ensuing from the surveys.
- The installation of a new BMS control panel for the heat pumps, and monitoring of the check meters across energy use, temperature etc.

The project received a grant fund of €450,000 towards the overall cost of the project. The outcomes will be monitored over the next few years to identify the energy savings achieved.

Energy Use kWh	2022	2021	2020	2019	2018	2017	2016	2015	2014	2013	2012	2011
Gas	2130000	2275788	2147267	2286567	2379600	2266009	2090151	1949765	1720395	2202143	1921221	1600379
Electricity	1620000	1445687	1381857	1809565	1939692	1905654	1800975	1736304	1721298	1885562	1812206	1788057
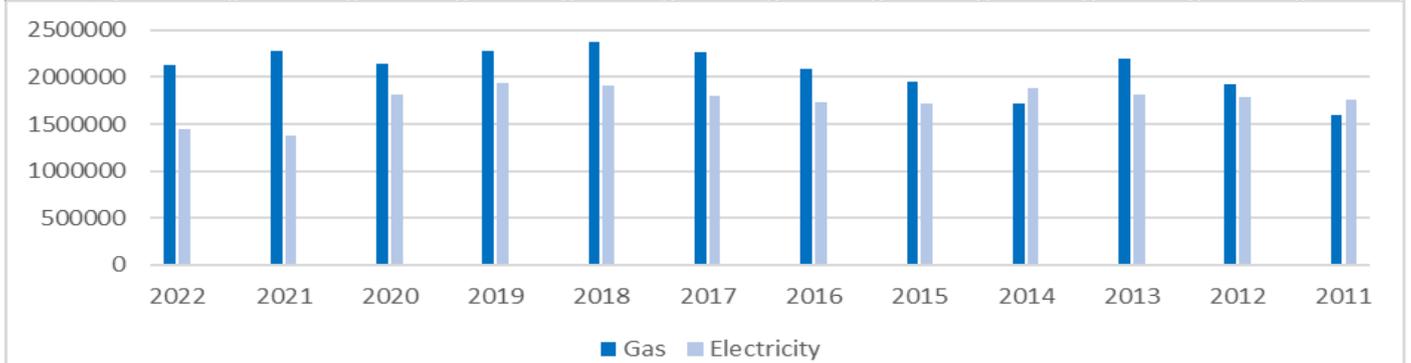
5.8.3 Minor Works

During 2021/2022, the following minor works were undertaken:

- Upgrade of Courtyard BMS
- Installation of a new BMS connection to the front end of the Quadrangle Building to enable better control over the heating on the northern side of the building.
- Internal upgrades carried out to a number of rooms in the Quadrangle and Atrium Buildings.
- Replacement of seating in the four computer rooms in Carriglea Building and in some staff offices.

5.8.4 Energy Consumption

During the academic year 2021/2022, electricity consumption was approximately 1,620 MWhs, a reduction by 12.3% from the baseline year of 2018/2019. This was due to the reduction of staff and students attending on campus during the continued COVID-19 pandemic restrictions. Gas consumption during 2021/2022 was approximately 2,130 KWhs, 5% higher than the baseline year of 2018/2019. This was due to the control of heating, as the staff and students returned, and warmer

weather. However, increased ventilation continued to be required during 2021/2022 due to the pandemic leading to a reduction in the energy savings. The Institute's total energy consumption for 2021/2022 was down by 10% on the previous year.

5.8.5 Estates & Facilities COVID-19 Response

In 2021, the Media Cube received grant funding under Powering the Regions to upgrade infrastructural aspects of the building. Work commenced on this project in March 2022, and provided two new restrooms, the upgrade of the common areas, and the replacement of roof decking and insulation.

The tender process and construction of four linked canopies progressed during 2021/2022, with the ultimate delivery of 144 sq.m. of external covered space, complete with lighting and power sockets. This project was a direct result of the requirement to provide an outside option for dining, meeting up and learning.

During the academic year, a new air handling unit was installed to supply fresh air to the TV studio 3, and three large HEPA filter units were installed in the Student Union Chapel.

5.10 Safety Management

5.10.1   Health & Safety Training

During the academic year 2021/2022, relevant staff members attended the following safety courses (held both virtually and in person):

- Abrasive Wheel Usage
- First Aid Responder Consent Training
- Portable Appliance Testing
- Menopause in the Workplace
- Safetalk Suicide Awareness

In addition, during the academic year 2021/2022, a number of online modules were provided to staff members delivered by Legal Island in the following areas:

- Covid-19 Return to Work Induction
- Cyber Security (mandatory)
- Protecting Data when Home Working in Ireland
- Protecting Yourself when Home Working in Ireland
- Return to Work Anxiety
- Children First (HSE)

5.10.2   Fire Drills & Fire Alarm Activations

Fire Drills were held on campus in April 2022: the Atrium, Quadrangle and NFS Buildings on Tuesday 5th April between 2pm and 3.30pm; and the Backlot, Carriglea and Media Cube Buildings on Wednesday 6th April between 2pm and 3.30pm.

During the academic year 2021/2022, a total of nine fire alarm activations occurred: four of which were due to faulty smoke heads/air freshener units; four were activation triggered by contractors working on campus, and one was the activation of a smoke head in the Make-up Studio. The Fire Brigade attended on campus on five of these occasions.

5.10.3   Statutory Accident & Incident Reporting

During the academic year 2021/2022, six accidents occurred on IADT's campus. The injured parties were treated onsite, or in the Accident & Emergency Department. One accident required reporting to the Health & Safety Authority. One incident occurred on campus during 2021/2022.

5.10.4   Safety Statement

The statutory Safety Statement was reviewed and redrafted in June 2022.

6 Personnel

6.1 Staff Numbers

The figures below are based on Whole Time Equivalent (WTE) calculations and include self-funded posts as at 31st August 2022:

Staff Category	2021/2022
• Academic	126
• Management, Administrative & Library	55
• Student Services	4
• Technical Support	15
• Non-Technical Support	10
Total	**210**

In 2009, the Government implemented the Financial Emergency Measures in the Public Interest (No.2) Act, which provided for an employment control ceiling for IADT. For the year 2021/2022 the ceiling for IADT was 226.5 WTEs in respect of core funded posts.

6.2 Death in Service

On 23rd May 2022, Patrick (Paddy) McAllister, Project Accountant, died in service. Paddy had worked in IADT since February 2004.

6.3 Equality & Diversity

6.3.1 Athena SWAN Ireland

The Athena Swan Charter is an accreditation framework that is used across the globe to support and transform gender equality and intersectionality in higher education (HE) and research.

In 2021, following a national consultation, a new Athena Swan Charter was published for Ireland. The new Charter offers a framework for progressing equality in higher education and research that is unique to the legislative, organisational and cultural context of Ireland. The objective is to support impactful and sustainable gender equality work for staff and students and to build capacity for evidence-based equality work across the equality grounds enshrined in Irish legislation. The 2021 Charter also aligns with the requirements for Horizon Europe.

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

The IADT application was prepared by a self-assessment team (SAT) comprising of IADT staff and student representatives. The SAT is chaired by the EDI Manager, and it reports to the EDI Committee of Governing Body.

6.3.1 Athena SWAN Ireland (Cont'd.)

Over an 18-month period, the SAT completed a thorough quantitative and qualitative assessment of staff and student datasets and benchmarking statistics and institutional policies, procedures, and culture through the lens of gender and EDI.

As previously mentioned in this Report, in September 2022, IADT was awarded an Athena Swan Bronze Institution Award following a successful application in the April 2022 round. The Institute is the first HEI in Ireland to achieve an award under the new Athena Swan Charter principles for Ireland.

Following deliberations, the external panel agreed by consensus that IADT's submission had demonstrated the requirements to meet the criteria for Bronze through its:

- Descriptions of and planned structures and processes to underpin and recognise gender equality work and wider equality work;
- Evidence-based recognition of the issues and opportunities facing the Institute;
- Four-year EDI Action Plan to address identified issues.

Importantly, panel members also noted areas where action items should be monitored closely, especially for pertinent issues around institutional culture and bullying and harassment, and made helpful suggestions on the EDI Action Plan.

6.3.2 HEA Gender Equality Enhancement Fund

In December 2021, IADT was selected as one of the recipients of the HEA Gender Equality Enhancement Fund, aimed at advancing gender equality in Irish Higher Education. IADT will lead the project - "Working Women and the Menopause: a study of the impact of the menopause on careers of a sample of women working in the HEI sector in Ireland" with partners IT Sligo and TU Dublin.

6.3.3 Equality, Diversity & Inclusion Events 2021/2022

A number of EDI-related events were held during 2021/2022:

- As part of Dún Laoghaire Rathdown County Council's Festival of Inclusion, IADT hosted a panel discussion on the UN International Day of Older Persons 2022 on 13 October 2022. The theme of the panel discussion was "Invisible Lives: where are all the older women in Film and TV". The panel consisted of Dr Susan Liddy (Mary Immaculate College, Limerick) and renowned Irish actors, Rosemary Henderson, Carrie Crowley and Geraldine Plunkett.

Ruairí McKiernan

Dr Ebum Joseph

6.3.3 Equality, Diversity & Inclusion Events 2021/2022 (Cont'd.)

- On 28 October 2021, as part of Staff Development Week, staff members were invited to attend two EDI training opportunities:
  ⇒ "Fostering an Anti-racist and Inclusive Campus" - delivered by Adaku Ezeudo, a diversity and inclusion consultant, trainer, mentor and coach.
  ⇒ "First Responder Training" - designed to equip staff with the skills needed to respond to a disclosure of sexual violence or harassment.

- As part of International Men's Day on 19 November 2021, staff were invited to join an online discussion entitled "Cry Like a Man", with Ruairí McKiernan (multi-award-winning social innovator, TEDx speaker, author and campaigner on health and social issues), and Claire McGinger (EDI Manager, IADT).

- On Friday, 21 January 2022, staff members were invited to attend an information session on "Menopause in the Workplace", delivered by Loretta Dignam, founder and CEO of The Menopause Hub.

- As part of IADT's work to raise awareness of disability and inclusion in the workplace, staff members were invited to attend an online information session run by the Irish Deaf Society, on "Deaf Awareness Training and Awareness of the Irish Sign Language Act" on Thursday, 10 February 2022.

- To celebrate International Women's Day on 9 March 2022, whose theme was "#BreakTheBias", IADT organised two events:
  ⇒ Ola Majekodunmi, IADT graduate and broadcaster, and freelance journalist, spoke on "Why Irish Identity should be open for all".
  ⇒ Dr Ebum Joseph, Coordinator and Lecturer in UCD of the first Black Studies module in Ireland, delivered a workshop on "Intersectionality: when race, gender, class and other intersections interact".

- During 2021/2022, a total of 37 staff members and the Students' Union Officers completed training on "Anti-racist and Inclusive Campus".

6.3.4 Framework for Consent

In line with national requirements, the IADT PROPEL Working Group is working to fully implement the IADT Action Plan to Tackle Sexual Violence and Harassment. The Working Group is chaired by the EDI Manager and reports to the EDI Committee of Governing Body.

The HEA requires that HEIs provide annual progress reports on the implementation of the Framework for Consent. The Institute's most recent report was submitted in November 2021.

In October 2021, IADT participated in the national launch of the 'Speak Out' tool. This is an anonymous reporting tool for staff and students in HEIs across Ireland and is available on the IADT website. To date, the Institute has received six reports from staff and students. An increase in reporting has been observed in the period following consent and disclosure training with staff and students.

Online consent workshops were made available to all first-year students in 2021/22. 58% of first-year students completed one of six consent workshops on offer. The vast majority of students surveyed reported positive feedback on the workshops and expressed their interest in further developing their knowledge in this space.

On 28th October 2021, as part of Staff Development Week, the EDI Office opened up First Responder Training to all staff on dealing with disclosures of sexual violence and harassment. In addition, Consent Plus training was given to First Year Focus student ambassadors as part of their wider training programme ahead of the new academic year.

On 23rd March 2022, IADT formally launched "Moving Parts", a series of new short animated and motion graphic videos tackling the topic of consent and telling the stories of survivors of sexual violence and image-based abuse. Created by IADT Animation students and graduates, "Moving Parts" was developed in collaboration with Galway University's Active Consent Programme and UCC's Bystander

6.3.4 Framework for Consent (Cont'd.)

Intervention Programme. The series is unique as it also includes Irish language voices. The videos were created with funding made available by the HEA, under a call for applications promoting the Framework for Consent in Higher Education. The animations have been made freely available to the Irish higher education sector and specialist support agencies for their own use.

6.3.5   Gender Statistics as of 31 August 2022

The issue of gender equality is of prime importance to IADT. The Institute recognises that across the higher education sector, women are under-represented and that they may face a range of specific issues, including conscious and unconscious bias, sexism, additional responsibilities as carers and inappropriate behaviour. IADT has publicly stated a commitment to a diverse campus, to promote opportunities to all and to targeted intervention, specifically around gender equality.

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

 In January 2021, the Institute submitted two applications to the HEA for Senior Academic Leadership Initiative (SALI) funding. SALI is aimed at taking positive action to accelerate gender equality at senior academic grades in Ireland.

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

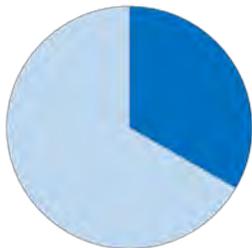### 6.3.5 Gender Statistics as of 31 August 2022 (Cont'd.)
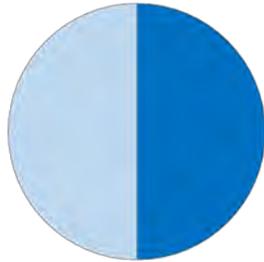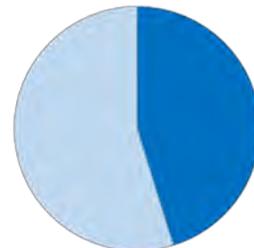
Governing Body

Female	**50%**	Male	50%
Female	**9**	Male	9
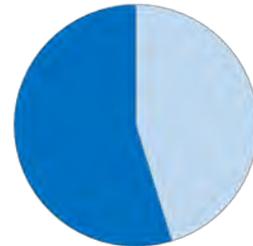
All Staff Members (WTE)

Female	**52%**	Male	48%
Female	**109**	Male	101

Executive Team

Female	**33%**	Male	67%
Female	**2**	Male	4

Academic Staff Members (WTE)

Female	**45%**	Male	55%
Female	**57**	Male	69
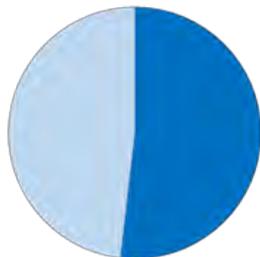
Management Team

Female	**52%**	Male	48%
Female	**12**	Male	11
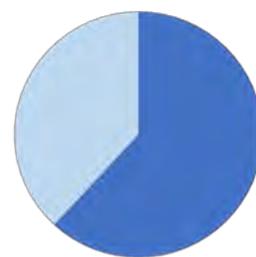
Professional, Management & Support Staff (WTE)

Female	**62%**	Male	**38%**
Female	**52**	Male	**32**

6.4   Staff Achievements

6.4.1   Non-Faculty Staff Members

David Smith

- Member of the Board of Directors of the Technological Higher Education Association (THEA).

- Chair of THEA Internal Audit & Steering Committee

- Member of the Board of Directors of EduCampus Services DAC.

- Member of Executive Management Committee of Creative Futures Academy, a HCI-funded project with alliance partners NCAD and UCD.

- Member of the National Steering Committee for NTUTORR - the National Technological University Transformation (project) for Recovery and Resilience.

- Professional Memberships includes: the Institute of Directors of Ireland, Alliance Graphique Internationale, Institute of Designers in Ireland; International Society of Typographic Designers, and Institute of Creative Advertising & Design.

Dr Andrew Power

- Appointed to the Advisory Board of the Kerry International Film Festival.

- Appointed to the Board of the Everyman Theatre in Cork.

- Elected to the Council of the RDS, and to the Committee of the Arts.

- Continued to serve on the Board of the National Museum of Ireland.

- Chaired a number of Programme Validation Panels on behalf of QQI.

- Nominated by THEA to the Irish Quality and Qualification Forum

- Continued to serve on the Academic Council of FilmEU.

Claire McGing

- Appointed Vice Chair of the Athena Swan Ireland Practitioner Network for a period of 12 months.
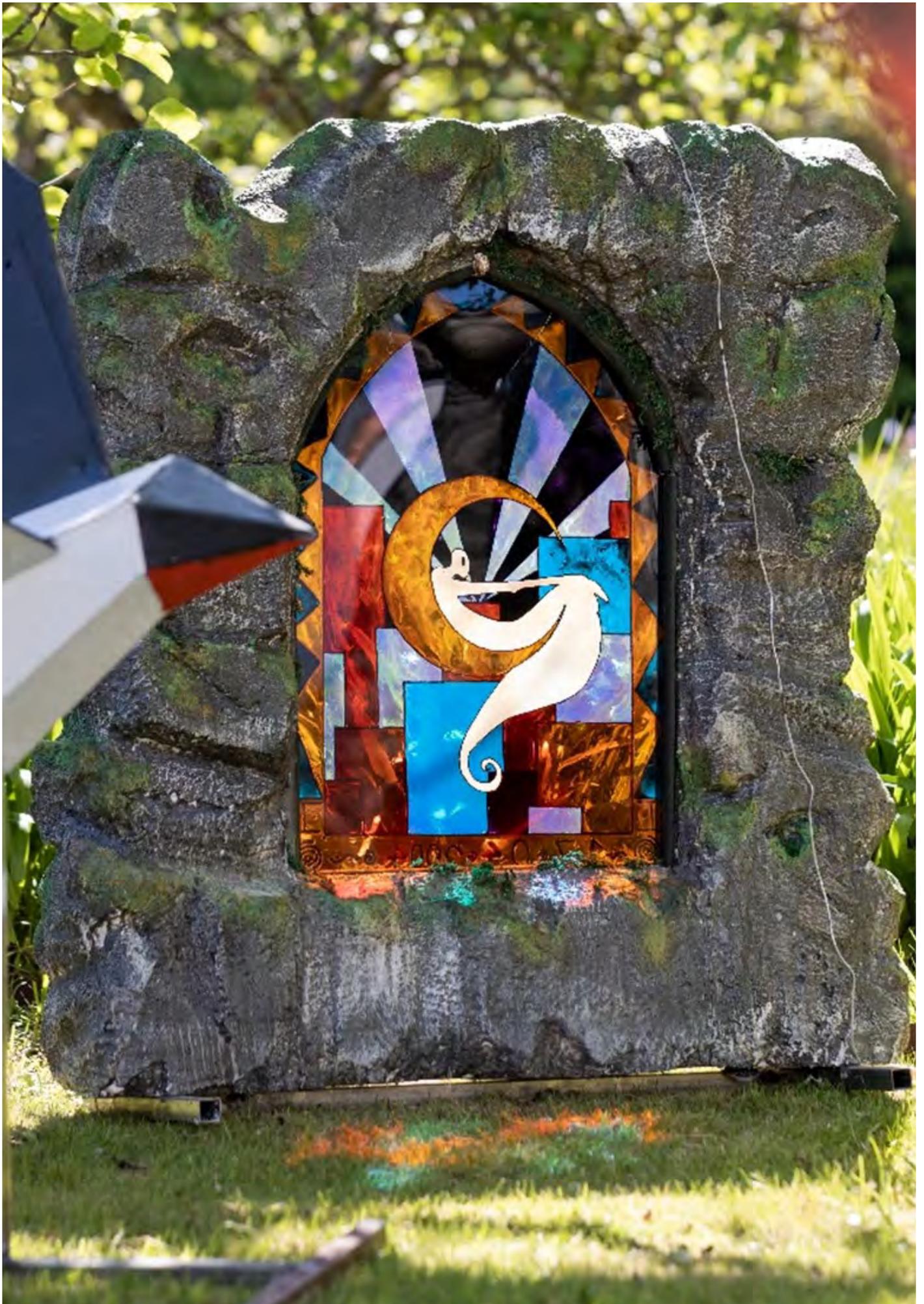
6.4.2 Faculty of Film, Art & Creative Technologies (FACT) Staff Members

Cora Cummins

- 'On Steady Ground/Unsteady Ground' a collaborative exhibition at the Municipal Gallery, dlr Lexicon, Dún Laoghaire (December 2021).

Dr Mark Joyce

- Received an Arts Council Agility Award (December 2021).

- Awarded Culture Ireland Visual Arts funding for the Mata Irlandia - Ireland's Eye in Jakarta, Indonesia exhibition (January 2022).

- Artist in Residence for Young People, Children and Education project at Marino Institute of Education, Dublin (2021/2022).

- Co-curated the Mata Irlandia—Ireland's Eye in Jakarta (March 2022) and Java (June 2022).

- 'The Polygonal Arch' sculpture commissioned by Meath County Council and exhibited at Ashbourne Educate Together National School (June 2022)

- 'Long Time Gone' solo exhibition at the Fenderesky Glallery, Belfast (August 2022).

Dr Linda King

- Continued as Board Member of the National Museum of Ireland.

- Continued as Chair of the Strategy and Engagement Committee of National Museum of Ireland.

- Appointed to Expert Advisory Committee for the History of Ireland Galleries, National Museum of Ireland.

- Was advisor to the exhibition: 'In Our Own Image - Photography and Ireland, 1839 to the present' at the Gallery of Photography, Dublin Castle (November 2021).

- Continued as expert on Design, Art and Popular Culture, the Dave Fanning Show, 2FM Radio.

- Contributor on Design and Popular Culture to The Business, RTÉ Radio (December 2021).

- Appointed to Historical Studies Committee, Royal Irish Academy.

- 'Eire Joins the Nations in the Air: Aer Lingus Advertising in the Popular Press 1936-39', delivered at the Encounters and Collaborations Symposium, UCD (January 2022).

Dr Linda King (Cont'd.)

- 'Congo VR - Decolonising the Panorama of the Congo', in collaboration with Dr Leen Engelen (LUCA, Belgium) at the FilmEU Dublin Summit (June 2022).

- 'Panorama du Congo: All embracing colonial propaganda' in collaboration with Dr Victor Flores (Lufsona, Portugal) at the Counter Image International Conference 2022 at the NOVA University, Lisbon, Portugal (July 2022).

- Principal Investigator: Digital Mythologies, Erasmus+ project with Aalto University (Helsinki, Finland), ASP Art Academy (Katowice, Poland), VDA Academy of Arts (Vilnius, Lithuania), and the Royal Academy of Fine Arts (Antwerp, Belgium).

- Senior Researcher: Decolonising the Panorama of Congo, FilmEU RIT project with LUCA (Belgium) and Lusofna (Lisbon).

Kate Nolan

- 'HAVING REGARD', collaborative exhibition commissioned by the Gallery of Photography Ireland to mark the Centenary of Partition 2021 (March 2022).

Dr Sorcha O'Brien

- Invited to lecture on 'Kitchen Power: ESB Demonstrators and the ICA' TO BSc in Home Economics at St. Angela's College, Sligo (March 2022).

- 'The Light of Heaven to our Souls: Domestic Electrical Appliances in Rural Irish Kitchens of the 1950s and 1960s', delivered at the Society of Architectural Historians, Pittsburgh, USA (April 2022).

Dr Elaine Sisson

- 'Costume, Clothing and Popular Culture in Ireland in the 1920s' delivered at the COST Network, Working Group on Textiles and Identity EuroWeb. Europe through Textiles, University of Warsaw, Poland (February 2021)

- Commissioned and curated a series of 6 podcasts from leading academics on history and emotion, entitled 'From Grief to Wonder' for the Royal Irish Academy (March to May 2021).

- Delivered an online talk entitled 'Flappers and Bohemians in the Irish Free State' at the Laois County Council Library (May 2021).

Dr Elaine Sisson (Cont'd.)

- 'Chaired a roundtable discussion on 'Staging Europe at the Gate Theatre' at the European Federation of Associations and Centres of Irish Studies Conference at Charles University, Prague (June 2021).

- Chair of Judging Panel of the RDS Visual Arts Bursary (July 2021).

Anne Wright

- Awarded funding from the HEA to run three computing camps for secondary school students: Creative Computing & Coding; Young Women in Coding; and Games Development (May 2022).

During the academic year 2021/2022, a number of staff members in the Faculty of FACT had publications, including:

- Dr Ruth Alexandra Moran
- Dr Linda King
- Dr Tina Kinsella
- Dr Olivia Hurley
- Dr Sorcha O'Brien

6.4.3 Faculty of Enterprise & Humanities Staff Members

Dr Josephine Browne

- Member of Dublin Regional Skills Forum.

- Board member of Crawford Art Gallery and Chair of the Artistic Policy Sub-Committee.

- Engaged with DLR Local Enterprise Office and Sandyford Business District.

- Engaged with Age Alliance DLR and the Dun Laoghaire-Rathdown Chamber.

- Member of the Dublin Regional Enterprise Implementation Plan Steering Committee.

- Member of the Solicitors Disciplinary Tribunal.

Dr Sharon McGreevy

- 'Using Case Studies in Entrepreneurship Education to underpin Authentic Learning', co-authored by Siobhan Gallagher and Conor Heagney, delivered at the 3E ECSB Entrepreneurship Education Conference at the Univerity of Burgundy, France (May 2022).

Dr Therese Moylan

- Successfully bid for funding for EDIFY project which was awarded €1.4M in funding.

- Vice President of the European Council for Small Business & Entrepreneurship.

- Ongoing membership of Board of Nutgrove Community Enterprise Centre.

- Ongoing membership of Dun Laoghaire Rathdown County Council Local Enterprise Office Evaluation Committee.

- Ongoing membership of the Pavilion Theatre Board.

- Chaired Dublin Business School Programmatic Review Panel.

- Acted as an External Examiner for Dublin City University (Uaneen module).

During the academic year 2021/2022, a number of staff members in the Faculty of Enterprise & Humanities had publications, including:

- Dr Josephine Browne
- Dr Therese Moylan
- Dr Díóg O'Connell

7 Financial Reporting

7.1 Financial Report

The audited accounts were prepared in accordance with FRS102 and were certified without qualification by the Comptroller and Auditor General on the 12th May 2023. An abridged version of the financial statements for the year ended 31st August 2022 is set out below.

7.2 Abridged Financial Statements 2021/2022

Statement of Comprehensive Income for the year ended 31st August 2022

	2022 €000	2021 €000
Income		
State Grant	11,980	12,702
Tuition Fees	9,090	9,510
Amortisation of Deferred Capital Grants	1,737	1,727
Research Grants and Contracts	1,905	948
Student Support Funding Income Recognised	319	422
Interest Income	0	0
Deferred Pension Funding	5,982	5,348
Other Income	1,053	866
	32,066	31,523
Expenditure		
Staff Costs	18,037	16,669
Retirement Benefit Cost	5,982	5,348
Other Operating Expenses	6,409	5,458
Depreciation	1,737	1,727
	32,165	29,202
Operating (Deficit)/Surplus	(99)	2,321
Experience Loss on Retirement Benefit Obligations	0	1,762
Reduction in Pension Liabilities arising from Retirements in the Year	3,921	2.943
Changes in Assumptions underlying the Present Value of Retirement Benefit Obligations	28,474	(4,076)
Total Actuarial (Losses)/Gains in the Year	(32,395)	529
Adjustment to Deferred Retirement Benefits Funding	(32,395)	(529)
Total Comprehensive (Loss)/Income	(99)	2,321

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

Signed on behalf of the Governing Body

_____
David Holohan
Chairperson

Date: ___10/05/2023___

_____
David Smith
President

Date: ___10/05/2023___

Statement of Changes in Reserves and Capital Account for the year ended 31st August 2022

	Capital Account €000	Capital Development Reserve €000	Revenue Reserve €000	Total €000
At 1 September 2020	38,285	4,000	3,686	45,971
Operating Surplus	0	0	2,321	2,321
Allocated from Recurrent Grant	337	0	0	337
Allocated from Capital Grant	0	0	0	0
Allocated from Minor Works Grant	750	0	0	750
Allocated from Project Income	5	0	0	5
Amortisation in line with Asset Depreciation	(1,727)	0	0	(1,727)
Movement for the Year	(635)	0	2,321	1,686
At 31 August 2021	37,650	4,000	6,007	47,657
Operating Surplus	0	0	(99)	(99)
Allocated from Recurrent Grant	423	0	0	423
Allocated from Capital Grant	525	0	0	525
Allocated from Minor Works Grant	1,400	0	0	1,400
Allocated from Project Income	60	0	0	60
Amortisation in line with Asset Depreciation	(1,737)	0	0	(1,737)
Movement for the Year	670	0	(99)	571
At 31 August 2022	38,320	4,000	5,908	48,229

Signed on behalf of the Governing Body

David Holohan
Chairperson

David Smith
President

Date: 10/05/2023

Date: 10/05/2023

Statement of Financial Position as at 31st August 2022

	2022	2021
	€000	**€000**
Noncurrent Assets		
Property, Plant and Equipment	38,321	37,650
Current Assets		
Receivables	868	292
Cash and Cash Equivalents	14,752	13,714
	15,620	14,006
Payables		
Amounts falling due within one year	(5,712)	(3,999)
Net Current Assets	9,908	10,007
Retirement Benefits		
Retirement Benefit Obligations	(69,895)	(95,391)
Deferred Retirement Benefit Funding Asset	69,895	95,391
Total Net Assets	48,229	47,657
Represented by:		
Capital Account	38,321	37,650
Capital Development Reserve	4,000	4,000
Revenue Reserve	5,908	6007
	48,229	47,657

Signed on behalf of the Governing Body

David Holohan
Chairperson

David Smith
 President

Date: __10/05/2023__

Date: __10/05/2023__

Statement of Cash Flows for the year ended 31st August 2022

	2022	2021
	€000	€000
Net Cash Flow from Operating Activities		
Operating Surplus/(Deficit)	(99)	2,321
Interest Income	0	0
Depreciation	1,737	1,727
Amortisation of Deferred Capital Grants	(1,737)	(1,727)
Decrease/(Increase) in Debtors	(576)	103
Increase/(Decrease) in Creditors	1,713	903
Net Cash Inflow/(Outflow) from Operating Activities	1,038	3,327
Cash Flows from Financing Activities		
Interest Received	0	0
Cash Flows from Investing Activities		
Payments to acquire Property, Plant and Equipment	(2,408)	(1,092)
Cash Flows from Financing		
State Recurrent Grants spent on Property, Plant and Equipment	423	337
State Capital Grants spent on Property, Plant and Equipment	525	0
State Minor Works Grant spent on Property, Plant and Equipment	1,400	750
Other Funds spent on Property, Plant and Equipment	60	5
Net Cash Inflow from Financing	2,408	1,092
Net Increase/(Decrease) in Cash and Cash Equivalents	1,038	3,327
Cash and Cash Equivalents at 1 September	13,714	10,387
Cash and Cash Equivalents at 31 August	14,752	13,714

Signed on behalf of the Governing Body

David Holohan
Chairperson

David Smith
President

Date: ___10/05/2023___

Date: ___10/05/2023___