

*Dún Laoghaire Institute of Art,
Design & Technology Annual Report
2022/2023*





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Chairperson's Statement

David Holohan

It gives me great pleasure, on behalf of the Governing Body, to present the annual report for the academic year 2022 – 2023.

The Governing Body welcomed the enactment and commencement of the Higher Education Authority Act. For the first time this brings all universities, technological universities and institutes of technology under a single piece of legislation. The Governing Body commenced the process of reforming its structure in accordance with the Act and this was completed by September 2023. I wish to acknowledge and thank the outgoing and retiring members of the 7th Governing Body for their stewardship of the Institute over their term of office, it was a pleasure to work alongside them. I look forward to working with the new Governing Body and its members, both new and returning.

During the year, we noted the sad passing of former Minister for Education and Teachta Dala, Niamh Bhreathnach. As the Minister, Niamh was instrumental in establishing the Institute and served on the Governing Body and chaired the Institute for a period. Ar dheis Dé go raibh a hanam dílis.

The Governing Body requested the President to commence the development of a new strategy for the Institute and we look forward to the outcome of that process.

The signing of the contract and the commencement of the building of the Digital Media Building was a major milestone in the development of the Institute and identifies the confidence that the Government has in the future of the Institute. We look forward to the opening of this building in 2025.

Finally, I wish to thank President, the staff and the students 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

This last academic and fiscal year for 2022–2023 has seen IADT achieve several significant milestones and firsts, greatly enhancing the Institute's reputation and profile nationally and internationally and ensuring that the Institute is well-placed to grow and evolve our unique offer in the coming years.

Immediately following the confirmation of our Athena Swan Bronze recognition in September, the Institute was awarded €833,000 in system performance funding – a first for IADT. The funding award – made to six HEIs – “supports and recognises exceptional performance by higher education institutions”. We are now committed to delivering a number of projects over a three-year period that positively impact our students, staff, community and future learners, as we seek to enhance and deepen our Access programme and wider community engagements.

Our commitment to closer cooperation with Dún Laoghaire Rathdown County Council (DLR CoCo) was achieved through the signing of an Memorandum of Understanding with DLR CoCo. The Institute also agreed on a license with DLR CoCo to occupy the Carnegie Library in Dún Laoghaire town centre. The Institute's presence in the town has been identified as integral to the future economic and spatial strategy for Dún Laoghaire. The visible presence of IADT will have significant reciprocal benefits for both parties, and will enable the Institute to deliver upon its community and regional obligations.

Arguably, the most notable and significant milestone this last year was the announcement by Minister Harris in December that contracts for the Digital Media Building had been signed, and construction works could commence in early 2023. The Minister remarked, “[this] represents an important milestone in the government's Higher Education PPP programme and illustrates a commitment to investment in the higher education sector”.

The new building is the largest capital project made in respect of IADT's 25-year history and will prove transformative when it opens in 2025. Designed by BDP Architects, the Digital Media Building is over 7,000 m² and will accommodate 900+ students across various disciplines. Critically, the additional capacity allows the Institute to pursue our longstanding growth ambitions — with additional capacity for close to 600 new students.

At the request of the Governing Body, I initiated the development of our next Strategic Plan. A significant amount of stakeholder consultation has been conducted, and it is clear from feedback and guidance received that IADT's longstanding and unique position in the higher education landscape — as an autonomous national centre of excellence for the

President's Statement

David Smith

creative, cultural, and technological sectors — must remain central to our future plans. We are proud to be recognised as the National Film School, Ireland's campus for Creative Industries, and a European University for Film & Screen Media. Building on this reputation, I am confident that the Institute will deliver a compelling Strategic Vision for IADT over the next five years.

Notable sectoral collaborations include the 'National Technological University TransfOrmation for Resilience and Recovery' (NTUTORR) project, which aims to deliver transformative change across the technological higher education sector. IADT is one of seven technological HEIs that will benefit significantly from the €40m funding committed to the project over the next two years.

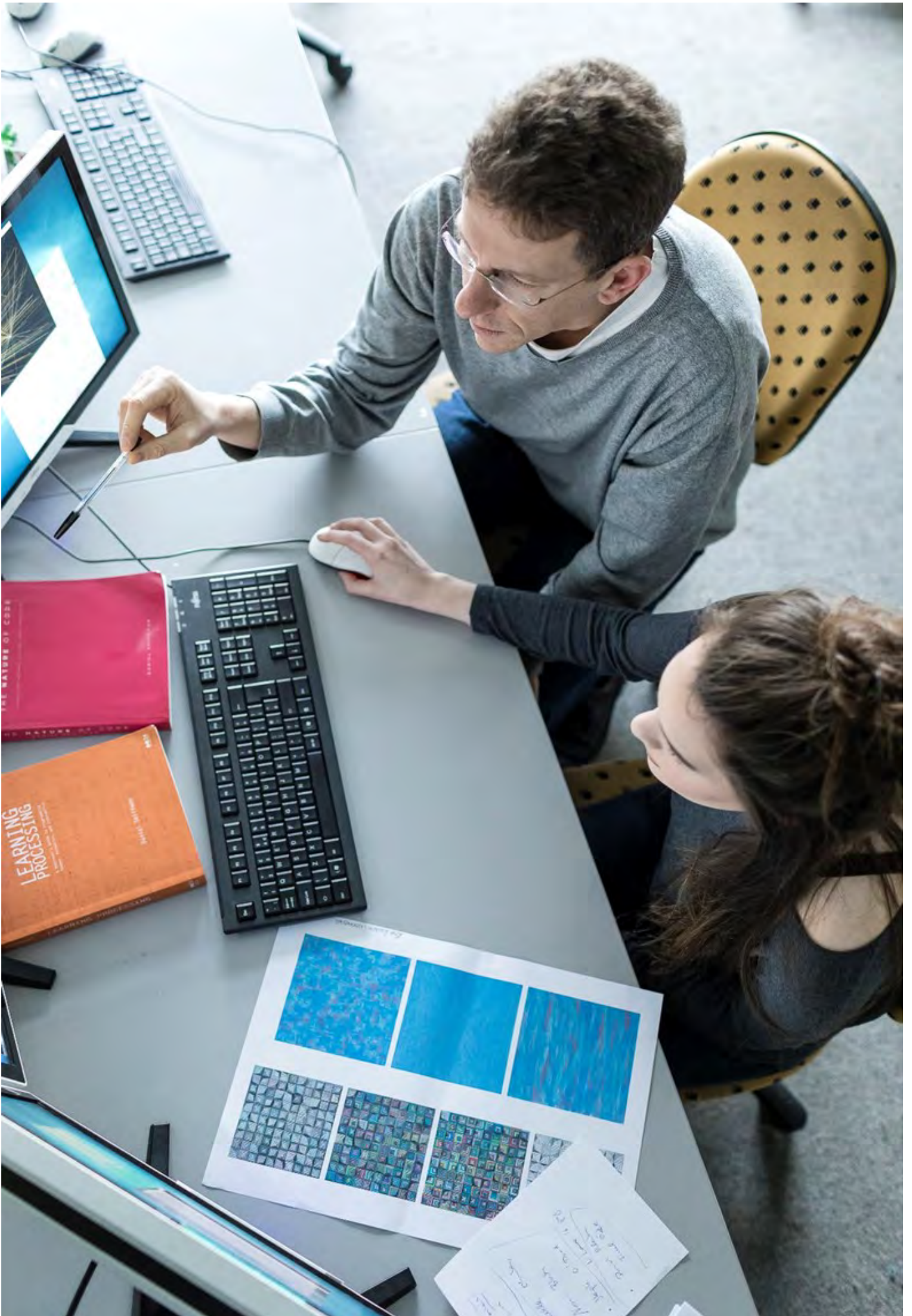
In May 2023, IADT welcomed an International (Peer) Review Team to evaluate the Institute's submission for the *CINNTE Institutional Review of Quality Assurance and Enhancement*, which the QQI oversees. The Review Team met with over 150 internal and external stakeholders across 30 distinct sessions while on campus in May. With a final report pending, the Chair of the Panel informally advised the Executive of several commendations and, along with the QQI, commended us for the quality of the Institute Self Evaluation Report (SER) — and suggested IADT publish the SER as evidence of "best in class reporting".

As captured elsewhere in this report, our staff, students, and alumni have had continued success in national and international awards. These include the Dublin International Film Festival, the Dingle Animation Festival Awards, the IDI Awards for Design, the RHA Awards for visual arts, the Royal Television Society Awards, and the prestigious George Moore Scholarship for an Applied Psychology student for the second consecutive year.

Before I conclude, the Institute was greatly saddened to learn of the passing of former Minister for Education Niamh Bhreathnach. As a T.D. and latterly Minister, Niamh was instrumental in the establishment of IADT. In later years she also served on the Governing Body and served as Chair for a period during this time.

Finally, I would like to end with sincere thanks and an acknowledgement of the significant and continuous contribution made by our Staff, Students and our new Governing Body members to the Institute's notable progress this last year.

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 2024-2029

In September 2022, IADT commenced the tender process, via the Office of Government Procurement, for the provision of a consultancy service in relation to the development of the Institute's Strategic Plan 2024-2029. In December 2022, a contract was awarded to Mazars, who held a number of consultation sessions with staff, students and external stakeholders in Quarters 1 and 2 of 2023. The consultation process was completed by the end of July 2023, with the outcome of the processes presented to IADT Governing Body on 13th September 2023.

This Strategic Plan 2024-2029 will set out IADT's 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.

IADT's ambition continues to be to become Ireland's University for the Creative Industries, and to continue to develop 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. The Institute continues to

develop new thinking and new creative practices. The Institute will continue its expansion of the regional, national and international reach and potential of specific discipline areas, with a view to developing and growing these areas. IADT recognises 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

2.4.1 Athena Swan Ireland (Cont'd.)

attained a bronze Athena Swan award within 3 years and a silver award within 7 years in order to be eligible for funding.

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 Equity of Opportunity

The Dún Laoghaire Institute of Art, Design and Technology is an equal opportunities employer and education provider. It does

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



3 Governance

3.1 Governing Body

The 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 8 occasions in the period 1st September 2022 to 31st August 2023.

Governing Body Membership & Meetings Attended

David Holohan	Chairperson	7 (88%)
David Smith	President	8 (100%)
Cllr. Kazi Ahmed *	DDLETB	2 (100%)
Dr Fionnuala Anderson	DDLETB	8 (100%)
Cllr. Michael Clark	DDLETB	5 (63%)
Caitriona Murphy	DDLETB	6 (75%)
Cllr. Úna Power	DDLETB	0 (0%)
Cllr. Anne Ferris	KWETB	7 (88%)
Peter O'Brien	ICTU	6 (75%)
Ben Harper	Animation Ireland	3 (38%)
Maeve McConnon	IDA Ireland	4 (50%)
Punitha Sinnapan	Sandyford BID	0 (0%)
Dr Cormac Deane	Academic Staff	6 (75%)
Eva Perez	Academic Staff	7 (88%)
Turlough Conway	Staff Member (other than Academic)	8 (100%)

**Resigned with effect from November 2022*

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

Eoin Hicks Smyth	From 1st July 2022 to 30th June 2023	8 (100%)
Crow Mullen	From 1st July 2022 to 30th June 2023	4 (50%)
Seán Kelly	From 1st July 2023 to 30th June 2024	N/A
Crow Mullen	From 1st July 2023 to 30th June 2024	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 at least 6 times per annum, and meets outside the schedule of meetings whenever required. The following is the list of meetings in the period 1st September 2022 to 31st August 2023:

Date of Meeting	Number of Members in Attendance
7th September 2022	15
5th October 2022	11
2nd November 2022	11
14th December 2022	10
11th January 2023	13
8th March 2023	11
10th May 2023	10
14th June 2023	8

During the period 1st September 2022 to 30th June 2023 Governing Body meetings 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 3.3)

- Recruitment & Selection Committee (Section 3.4)
- Governing Body Reform Committee (Section 3.5.1)
- Governing Body Nominations Committee (Section 3.5.2)

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 2022 and 31st August 2023, the Committee met on four occasions: 21st September 2022, 23rd November 2022, 29th March, 2023 and 12th June, 2023.

Audit & Risk Committee Membership and Meetings attended to 31st August 2023

Cllr. Michael Clark (Chairperson)	4
Sam Dunwoody	4
Ben Harper	3
Maeve McConnon	1
Punitha Sinnapan	2

Mr. Sam Dunwoody was re-appointed by the 7th Governing Body on 14th June 2023 as an independent external member of the Committee, for a four-year term of office, concluding on 31st May 2027.

3.3 Equality, Diversity & Inclusion Committee

The Equality, Diversity & Inclusion (EDI) Committee was originally established as the Athena SWAN Committee on 3rd October 2018 by the Governing Body. It was reconstituted on 9th December 2020 to assist the Institute in its duties of promoting equality, diversity and inclusion.

Under its Terms of Reference, the EDI Committee shall meet at least twice in each academic year and may call such additional meetings as may be required to complete the business of the Committee. During the period 1st September 2022 and 31st August 2023, the Committee met on three occasions: 10th October 2022, 13th March 2023, and 14th June 2023.

EDI Committee Membership and Meetings attended to 31st August 2023

Cllr. Anne Ferris (Chairperson)	3
Mary Collins	1
Micaela Dunne	3
Dr Daithí Mac Síthigh	2
Claire McGing	3
Alice Morrissey	2
Crow Mullen	0
Caitriona Murphy	1
Hannah Murphy	1
Dr Suha Shakkour	2
David Smith	3
Anne Wright	1

3.4 Recruitment & Selection Committee

The Recruitment & Selection Committee was established by the Governing Body on 8th September 2021 to support them in their responsibilities in making staff appointments to the Institute.

Under its Terms of Reference, the Recruitment & Selection is required to meet every two months, or as otherwise required in advance of a Governing Body Meeting. During the period 1st September, 2022 to 31st August, 2023, the Committee met on four occasions: 26th September 2022, 18th January 2023, 27th April 2023 and 28th August 2023.

Recruitment & Selection Committee Membership and Meetings attended to 31st August 2023

David Holohan (Chairperson)	4
Dr Fionnuala Anderson	2
Peter O'Brien	4
David Smith	4

3.5 Governing Body Reform Committee & Governing Body Nominations Committee

3.5.1 Governing Body Reform Committee

The Governing Body Reform Committee was established by the Governing Body on 12th January 2023, to review the HEA Act 2022 and to develop and recommend to the Governing Body the processes and procedures required to appoint a new Governing Body in accordance with the Act.

The Terms of Reference were established in accordance with the appropriate requirements at that time, and have been amended from time to time to meet the governance needs of the Institute. Under the Terms of Reference, the Governing Body Reform Committee was required to meet as deemed necessary in order to have the Governing Body Appointment Procedures approved by both the Governing Body and the Minister. During the period 12th January 2023 and 31st August 2023, the Committee met on two occasions: 1st February 2023 and 27th February 2023.

Governing Body Reform Committee Membership and Meetings attended to 31st August 2023

David Holohan (Chairperson)	2
Dr Fionnuala Anderson	2
Maeve McConnon	2
Peter O'Brien	2

3.5.2 Governing Body Nominations Committee

The Governing Body Nominations was established by the Governing Body on 8th March 2023, in accordance with the procedures approved by the Governing Body, for the recruitment and selection of Governing Body Members and to recommend to the Governing Body the names of Appointees.

The Terms of Reference were established in accordance with the appropriate requirements at that time and have been amended from time to time to meet the governance needs of the Institute. Under the Terms of Reference, the Governing Body Nominations Committee is

3.5.2 Governing Body Nominations Committee (Cont'd.)

required to meet as required, during any period of recruitment process at the completion of the term of office of the Governing Body. The Governing Body Nominations Committee will meet annually during periods not requiring the recruitment of Governing Body Members, to review the terms of reference, and to plan for any future requirements. During the period, 1st 8th March 2023 and 31st August 2023, the Committee met on seven occasions: 20th March 2023, 17th April 2023, 18th April 2023, 30th May 2023, 14th July 2023, 2nd August 2023, and 24th August 2023.

Governing Body Nominations Committee Membership and Meetings attended to 31st August 2023

David Holohan (Chairperson)	7
Dr Fionnuala Anderson	7
Cllr. Anne Ferris	5
Maeve McConnon	0
Peter O'Brien	6

3.6 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 2022 to 31st August 2023, 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 Clark	Nil / Nil
Cllr. Anne Ferris	Nil / Nil
Cllr. Úna Power	Nil / Nil
Dr Fionnuala Anderson	Nil / Nil
Peter O'Brien	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
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 Clark	Nil / Nil
Cllr. Anne Ferris	Nil / Nil
Cllr. Úna Power	Nil / Nil
Dr Fionnuala Anderson	Nil / Nil
Peter O'Brien	€285 / 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
Crow Mullen	Nil / Nil

3.7 Senior Staff as at 31st August 2023

IADT senior staff members as at 31st August 2023 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
Dr Daithí Mac Síthigh	Director of Strategic Projects
Carmel Kelly	Assistant Registrar
Grace Weldon	Capital Developments Manager
Rachel Gallagher	Enterprise & Innovation Manager
Claire McGing	Equality, Diversity & Inclusion Manager
Jerome Counihan	Estates & Campus Services Manager
Conor Logan	Finance Manager
Vacant	Head of Dept. Design & Visual Arts
Dr Therese Moylan	Head of Department of Entrepreneurship
Vanessa Gildea	Head of Department of Film & Media

3.7 Senior Staff as at 31st August 2023 (Cont'd.)

Name	Title
Dr Kevin Wallace	Head of Department of Humanities & Arts Management
Dr Andrew Errity	Head of Department of Technology & Psychology
Dr Tina Kinsella	Head of Research
Colm Hennessy	Head of Information Services
Jane Buggle	Head of Library Services
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 6th October 2021. 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 2023 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 & Innovation

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/ Crow Mullen	Students' Union Representative

Nominated Members of Academic Council:

Vanessa Gildea	Head of Dept. of Film & Media
Deirdre O'Toole	Faculty of Film, Art & Creative Technologies
Chris Nikkel	Faculty of FACT (p/t attendance)
Conor Brennan	Faculty of Film, Art & Creative Technologies
John Greaney	Faculty of Film, Art & Creative Technologies
John Montayne	Faculty of Film, Art & Creative Technologies

Nominated Members of Academic Council (Cont'd.):

Dr Kevin Wallace	Faculty of Enterprise & Humanities
Stephen Boyd	Faculty of Enterprise & Humanities
Siobhan Gallagher	Faculty of Enterprise & Humanities
Fiona McLoughlin	Faculty of Enterprise & Humanities
Jeff Taylor	Faculty of Enterprise & Humanities
Vacant	Student Body Representative (F/T)
Vacant	Student Body Representative (P/T)

4.2 Academic Governance

Dún Laoghaire Institute of Art, Design and Technology is a designated awarding body since 1 January 2020 following amendment to the Regional Technical Colleges (RTC) Acts by commencement order S.I. No. 540/2019 - Qualifications and Quality Assurance (Education and Training) (Amendment) Act 2019 (Commencement) (No. 2) Order 2019.

As a designated awarding body, IADT has authority in law to make awards up to and including level 9 in the Irish National Framework of Qualifications (NFQ). This is comparable to

level 7 in the European Quality Framework (EQF). IADT can thus offer first or second cycle degrees within the Qualifications Framework of the European Higher Education Area without further external authorisation or accreditation. Information pertaining to specific awards offered by IADT are also included in the Irish Register of Qualifications (IRQ) which comprises details on specific programmes, qualifications and their associated reference level in the EQF.

In 2022/23, IADT underwent its most recent Institutional Review (CINNTE). The review, which was led by Quality and Qualifications Ireland (QQI) and was undertaken by a panel of independent external national and international reviewers, took place in person, on-campus in May and the IADT Institutional Review Report 2023 has now been published. The CINNTE review, evaluated the effectiveness and implementation of IADT's institution-wide internal quality assurance and quality enhancement procedures and reviewed how we have enhanced our teaching, learning and research. It also measured IADT's compliance with European standards for quality assurance and how we have aligned our approach to our mission, quality indicators and benchmarks. The IADT Institutional Review Report, published by QQI in December 2023, is a strong endorsement of the whole-of-institution approach to quality assurance at IADT, our clear commitment to a high-quality student experience, our demonstrated track record in EDI and Access and our effective network of good collaborative partnerships and relationships.

4.3 Approved Courses

Outlined below is IADT's course offering for 2022/2023 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 - 2022/2023

Faculty of Enterprise & Humanities

Course Title	Validated
Bachelor of 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	May 2023
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)	May 2020
Bachelor of Business (Hons) Business Management	June 2019
Higher Diploma in Business Digital Content Creation (F/T & P/T)	November 2020

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	November 2014/
– Costume Design	(Restructured in
– Production Design	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 <i>(Restructured in June 2020)</i>
Bachelor of Arts (Hons) Visual Communication Design	October 2014 <i>(Restructured in June 2020)</i>
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 - 2022/2023

Course Title	Validated
Master of Arts Art & Research Collaboration (F/T + P/T)	June 2018
Master of Arts Broadcast Production for Radio & Television	June 2018
Master of Arts Design for Change	June 2018

Course Title	Validated
Master of Arts Screenwriting for Film & Television	June 2018
Master of Arts Joint Mundus Kino Eyes	June 2022
Master of Business Cultural Event Management (P/T)	June 2018
Master of Business Digital Entrepreneurship	June 2018
Master of Business Equality, Diversity & Inclusion (F/T + P/T)	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 Business Equality, Diversity & Inclusion (P/T)	June 2019
Postgraduate Diploma Data Visualisation (P/T)	June 2019
Postgraduate Diploma User Experience Design (P/T)	December 2016

4.3.3 Special Purpose Awards – 2022/2023

Course Title	Validated
Certificate in Critical Research	June 2018
Certificate in Cyberpsychology	June 2018
Certificate in Design Thinking	Oct. 2017
Certificate in Fundamentals of User Experience Design	September 2016
Certificate in Production Management for Animation	June 2019
Certificate in Sports Psychology	June 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 2022/2023

During the academic year 2022/2023, the following new courses were approved:

- Certificate in Digital Post-Production
- Creative Futures Academy Certificate in Professional Skills
- BA (Hons) 3D Animation
- BA (Hons) Business and Digital Technology
- BA (Hons) English & Media Studies
- BA (Hons) Immersive Media Production
- MA New Media Production



4.4 External Examiners

External Examiners appointed for each programme for the academic year 2022/2023 are outlined below:

4.4.1 Faculty of Enterprise & Humanities - External Examiners 2022/2023

Bachelor of Business Applied Entrepreneurship

Aileen Cotter

Sylvia Dempsey

Peter Fitzpatrick

Jamie A. Kelly

Dr Paul Morrissey

Bachelor of Arts (Hons) Arts Management

Aileen Cotter

Sylvia Dempsey

Mark Finan

Peter Fitzpatrick

Jamie A. Kelly

Dr Paul Morrissey

Stuart Moss

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

Aileen Cotter

Mark Finan

Dr Susan Norton

Bachelor of Arts (Hons) New Media Studies

Dr Sarah Arnold

Aileen Cotter

Mark Finan

Jamie A. Kelly

Stuart Moss

Dr Susan Norton

Dr Declan Tuite

Bachelor of Business (Hons) Digital Marketing & Sales

Jamie A. Kelly

Dr Paul Morrissey

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

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

Aileen Cotter

Sylvia Dempsey

Peter Fitzpatrick

Angela Hamouda

Jamie A. Kelly

Dr Paul Morrissey

**Bachelor of Business (Hons) Business
Management**

Aileen Cotter

Sylvia Dempsey

Mark Finan

Jamie A. Kelly

Peter Fitzpatrick

Master of Business Cultural Event Management

Dr Martin J. Robertson

Master of Business Digital Entrepreneurship

Fiona Oster

**Master of Business Equality, Diversity &
Inclusion**

James Connington

**Postgraduate Diploma Cultural Event
Management**

Dr Martin J. Robertson

**Postgraduate Diploma Digital
Entrepreneurship**

Fiona Oster

**Postgraduate Diploma Equality, Diversity &
Inclusion**

James Connington

4.4.2 Faculty of Film, Art & Creative Technologies -
External Examiners 2022/2023

Bachelor of Arts (Hons) Animation

Dr Nicola Dobson

John Parry

4.4.2 Faculty of Film, Art & Creative Technologies -
External Examiners 2022/2023 (Cont'd.)

Bachelor of Arts (Hons) Art

Dr Alexandra M. Kokoli

Dougal McKenzie

Bachelor of Arts (Hons) Creative Music

Rory Walsh

Bachelor of Arts (Hons) Design for Film

Assoc. Prof. Liam Burke

Prof. Paul Moore

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

Assoc. Prof. Liam Burke

Prof. Paul Moore

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

Assoc. Prof. Liam Burke

Prof. Paul Moore

Bachelor of Arts (Hons) Film & Television

Dr Nicholas Khabbaz

Dr Tony Tracy

**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**

Assoc. Prof. Liam Burke

Richard McEvoy Crompton

Bachelor of Arts (Hons) Visual Communication

Dr Lina Hakim

Pablo Juncadella

Bachelor of Science (Hons) Applied Psychology

Prof. John McAlaney

Dr Gillian Murphy

Bachelor of Science (Hons) Creative Computing

Valerie Butler

Eamonn de Leastar

4.4.2 Faculty of Film, Art & Creative Technologies -
External Examiners 2022/2023 (Cont'd.)

Bachelor of Science (Hons) Creative Media

Sinead McDonald

Master of Arts Art & Research Collaboration

Marie Anne McQuay

**Master of Arts Broadcast Production for Radio
& Television**

David Collins

**Master of Arts Creative Production & Screen
Finance**

Dr Sarah Arnold

David Collins

Master of Arts Design for Change

Austin Butler

Master of Arts Screenwriting for Film & TV

Dr Sarah Arnold

James Mavor

Master of Science Cyberpsychology

Dr Linda Kayne

Dr Maša Popvac

Master of Science User Experience Design

Sinéad Davis Cochrane

Dr Mark Marshall

Postgraduate Diploma Data Visualisation

Dr Kyle Goslin

Valerie Butler

Postgraduate Diploma User Experience Design

Sinéad Davis Cochrane

Dr Mark Marshall

4.4.3 Special Purpose Awards External Examiners
2022/2023

Certificate Critical Research

Dr Maša Popvac

Certificate Cyberpsychology

Dr Linda Kayne

Certificate Data Visualisation

Valerie Butler

4.4.3 Special Purpose Awards External Examiners 2022/2023 (Cont'd.)

Certificate Design Thinking

Rosie Martin

Certificate Digital Sculpting & Modelmaking

Richard McEvoy-Crompton

Certificate Fundamentals of User Experience Design

Dr Mark Marshall

Certificate Multi Camera Television

Dr Declan Tuite

Certificate Professional Skills for Creative Industries

Dr Declan Tuite

Certificate Radio & Podcast Production

Dr Declan Tuite

Certificate Sports Psychology

Dr Gillian Murphy

Certificate Storytelling for the Metaverse

Brid Seoige

Dr Declan Tuite

Certificate Writing Television Drama

James Mavor



4.5. Student Numbers 2022/2023

4.5.1 Student Numbers by Discipline 2022/2023

	1st Years	Other Years	Total
BBus in Applied Entrepreneurship	17	31	48
BA (Hons) Animation	36	108	144
BA (Hons) Art	43	91	134
BA (Hons) Arts Management	19	55	74
BA (Hons) Creative Music Production	56	113	169
BA (Hons) Design for Film	59	41	100
BA (Hons) Design for Stage & Screen—Costume Design	0	20	20
BA (Hons) Design for Stage & Screen—Character Makeup Design	0	21	21
BA (Hons) Design for Stage & Screen—Production Design	0	27	27
BA (Hons) Digital Marketing	23	39	62
BA (Hons) Digital Marketing Sales (F/T + P/T)	0	20	20
BA (Hons) English & Equality Studies	18	14	32
BA (Hons) English, Media & Cultural Studies	0	32	32
BA (Hons) Film	23	22	45
BA (Hons) Film & Television Production	0	60	60
BA (Hons) Graphic Design	37	26	63
BA (Hons) Interaction & User Experience Design	0	6	6
BA (Hons) New Media Studies	45	101	146
BA (Hons) Photography	0	35	35
BA (Hons) Photography & Visual Media	19	12	31
BA (Hons) Television	22	12	34

4.5.1 Student Numbers by Discipline 2022/2023 (Cont'd.)

	1st Years	Other Years	Total
BA (Hons) 3D Design, Modelmaking & Digital Art	0	54	54
BA (Hons) Visual Communication Design	0	58	58
BBus (Hons) Entrepreneurship (Add-on F/T)	0	11	11
BBus (Hons) Business Management	26	75	101
BSc (Hons) Applied Psychology	68	185	253
BSc (Hons) Creative Computing (F/T + P/T)	51	67	118
BSc (Hons) Creative Media Technologies	0	7	7
MA Art & Research Collaboration (F/T + P/T)	0	16	16
MA Broadcast Production for Radio & Television	0	5	5
MA Design for Change	0	8	8
MA Kino Eyes (Joint Mundus)	0	5	5
MA Screenwriting for Film & Television	0	20	20
MBus Cultural Event Management (P/T)	0	3	3
MBus Digital Entrepreneurship	0	1	1
MBus Equality, Diversity & Inclusion	0	6	6
MSc Cyberpsychology (P/T)	0	22	22
MSc User Experience Design (P/T)	0	22	22
PgDip in Business Cultural Event Management (P/T)	0	24	24
PgDip in Business Digital Entrepreneurship (P/T)	0	17	17
PgDip in Business in Equality, Diversity & Inclusion (P/T)	0	18	18
PgDip in Data Visualisation (P/T)	0	12	12
PgDip in User Experience Design (P/T)	0	8	8

4.5.1 Student Numbers by Discipline 2022/2023 (Cont'd.)

	1st Years	Other Years	Total
Certificate Critical Research: Foundation, Futures & Skills (SPA)	0	2	2
Certificate Cyberpsychology (SPA)	0	19	19
Certificate Design Thinking (SPA)	0	9	9
Certificate Production Management for Animation (SPA)	0	11	11
Certificate Sports Psychology (SPA)	0	20	20
Certificate User Experience Design (SPA)	0	15	15
Total (excluding Masters by Research students)	562	1,630	2,192

4.5.2 Full-time Student Enrolments 2022/2023



Full-time Students enrolled by

Ordinary Bachelor Degree (Level 7)

Female 6 Male 10 Not Given 1

- Total 17 (3% of 1st Year Students)

Honours Bachelor Degree (Level 8)

Female 279 Male 242 Not Given 24

- Total 545 (97% 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 12 Male 35 Not Given 1

- Total 48 (2% of Students)

Honours Bachelor Degree (Level 8)

Female 1006 Male 782 Not Given 50

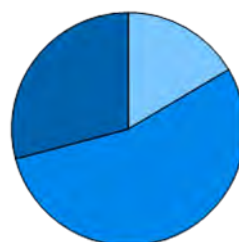
- Total 1838 (95% of Students)

Masters/Postgraduate Diploma

Female 26 Male 16 Not Given 3

- Total 45 (3% of Students)

4.5.4 Part-time Students by Award



Overall Part-time Students by Award

Honours Bachelor Degree (Level 8)

Female 6 Male 9 Not Given 28

- Total 43 (17% of Students)

Masters/Postgraduate Diploma

Female 63 Male 32 Not Given 47

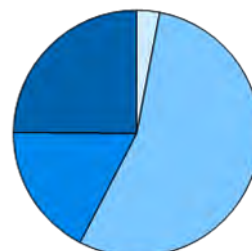
- Total 142 (54% of Students)

Special Purpose Awards

Female 19 Male 4 Not Given 53

- Total 76 (29% of Students)

4.5.5 Graduate Numbers by Award



Graduate Numbers by Award

Ordinary Bachelor Degree (Level 7)

Female 8 Male 15 Not Given 0

- Total 23 (3% of Students)

Honours Bachelor Degree (Level 8)

Female 220 Male 198 Not Given 1

- Total 419 (58% of Students)

Masters/Postgraduate Diploma

Female 87 Male 46 Not Given 0

- Total 133 (19% of Students)

Special Purpose Awards

Female 97 Male 36 Not Given 8

- Total 141 (20% of Students)



Jonathan Berkeley, Dr Andrew Errity (Head of Dept. of Technology & Psychology), and Clare O'Brien

4.6 Student Prizes, Scholarships & Achievements 2022/2023

4.6.1 Student Prizes

Allied Irish Banks Awards (Nov. 2022)

The following students received Allied Irish Bank Awards at the conferring ceremony on 11th November 2022:

- Oisín Fitzgerald [BA (Hons) New Media Studies] received an Award of Excellence;
- Marcie Kinsella [BA (Hons) English, Media & Cultural Studies] received a Humanities Award;
- Gabriela Lucia Pop [BA (Hons) English, Media & Cultural Studies] received an Award of Excellence.

Chartered Institute of Management Accountants (CIMA) Awards (Nov. 2022)

The following students received CIMA Awards at the conferring ceremony on 11th November 2022:

- Daniel Byrne [BBus (Hons) Business Management] received the Taxation & Finance Award;
- Clare Duffy [BA (Hons) Arts Management] received the Finance Management Award;
- Conor Hewitt [BBus Applied Entrepreneurship] received the Finance 3 Award.

Dún Laoghaire Rathdown County Enterprise Office Student Awards (Nov. 2022)

The following students received Dún Laoghaire Rathdown County Enterprise Office

Student Awards at the conferring ceremony on 11th November 2022:

- Nicole Casey [BA (Hons) Arts Management] received the Strategic Arts Management Award;
- Vanessa Nally-Pollard [BBus Applied Entrepreneurship] received an Entrepreneurship Award;
- Sarah O'Brien [BBus (Hons) Digital Marketing & Sales] received an Award of Excellence;
- Oscar Woods [BBus (Hons) Entrepreneurship] received an Entrepreneurship Award.

Faculty Student of the Year Awards (Nov. 2022)

The following students received Faculty Student of the Year Awards at the conferring ceremony on 11th November 2022:

- Ayesha Ahmad [BA (Hons) Photography]
- Holly Angle [BA (Hons) 3D Design, Modelmaking & Digital Art]
- Jonathan Berkeley [BSc (Hons) Creative Computing] received a Faculty Student of the Year Award, plus the IADT Student of the Year President's Award
- Síofra Brogan [MA Screenwriting for Film & TV]
- Barbara Bugalska [PgDip User Experience Design]
- Jodi Carroll Grealley [BSc (Hons) Creative Media Technologies]
- Mehran Davoodi [MA 3D Animation]

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

- Cliona Gaffrey Moran [BSc (Hons) Applied Psychology] received a Student of the Year Award, plus a Thesis Award for Academic Excellence for her thesis entitled “Experimental Investigation of the Effects of Caffeine Consumption on Eyewitness Memory”
- Mel Galley [MA Art & Research Collaboration]
- Ruth Guest [MSc Cyberpsychology]
- Celine Harding [MSc User Experience Design]
- Evelyn Hassett [BA (Hons) Design for Stage & Screen — Production Design]
- Ness Keeley [BA (Hons) Photography] received the Aileen MacKeogh Award
- Gormlaith Maynes [PgDip in Business Cultural Event Management] received the Mary Ryan Memorial Award of Excellence
- Michal Mencnarowski [BA (Hons) Design for Stage & Screen — Character Make-up Design]
- Katherine Michael [BA (Hons) Design for Stage & Screen — Costume Design]
- Clare O’Brien [BSc (Hons) Creative Computing] received a Faculty Student of the Year Award, plus the IADT Student of the Year President’s Award
- Elizabeth O’Brien [MA Design for Change]

- Ellen Power [MA Broadcast Production]
- Tara James Power [BA (Hons) Art]
- Cormac Quinn [BBus (Hons) Business Management] received the Barry McIntyre Award of Excellence in Marketing
- Michael Rogers [BA (Hons) Creative Music Production]
- Lauren Rush [BA (Hons) Visual Communication]
- Aidan White [MA Screenwriting for Film & Television]

Sponsored Awards (Nov. 2022)

The following NFS students received awards at the conferring ceremony on 11th November 2022:

- Avery Angle [BA (Hons) Animation] received the Windmill Lane Pictures Student of the Year Award;
- Callie Hardie [BA (Hons) New Media Studies] won the IFI Award for Excellence in Production;
- Hanna Isseyegh [BA (Hons) Art] received the DLR Emerging Artist for Visual Arts Bursary Award;
- Miles Murphy [BA (Hons) Film & Television Production] received the Screen Directors Guild of Ireland Award;





Cillian Carroll, Kate Guilfoyle & Lauren Rush



Derek Ugochukwu

Sponsored Awards (Cont'd.)

- Jane Parsons [MA in Equality, Diversity & Inclusion] received the EisnerAmper Ireland Award;
- Anna Stuart [BA (Hons) Art] received the IADT/Pallas Projects Mentorship Award;

Olivia Burke Awards (Nov. 2022)

The following student received the Olivia Burke Award at the conferring ceremony on 11th November 2022:

- Kate Carter [BBus (Hons) Business Management]

4.6.2 Student/Graduate External Awards

Institute of Designers Ireland (IDI) Awards (Oct. 2022)

The following 2022 BA (Hons) Visual Communications Design graduates received Awards at the IDI Graduate Awards Ceremony held in TU Dublin, on 20th October 2022:

- Cecilia Bonucci - Printed Material Other than Books Award, plus a Commendation for Use of Typography in Design;
- Cillian Carroll - Design for Digital Award;
- Elizabeth Chambers - Interaction Design Award;
- Emily Daly - Grand Prix Award, Design Research Award, and Packaging Design Award, plus a Commendation for Product: Social, Brand Identity, and Exhibition Design/Visual Merchandising;

- Alana Drury - Brand Identity Award
- Camille Lindlahr - Use of Photography Award;
- Lauren Rush - Illustration Award, plus a Commendation for Printed Material Other Than Books;
- James Stedmond - Printed Book Award, plus a Commendation for Use of Typography in Design.

In addition, a total of 10 graduates of 2022 received Commendations at the IDI Awards.

dlr First Frames Funding Award (Jan. 2023)

The following graduates were awarded funding under the dlr First Frames Scheme 2022/2023:

- Derek Ugochukwu [MA Screenwriting for Film & Television 2019] and Eamon Hughes [BA (Hons) Film & Television Production 2020] for their short film entitled "Nay Day".

Dublin International Film Festival Awards (Feb. 2023)

The following students received awards at the Dublin International Film Festival held from 23rd February to 4th March 2023:

- Domhnall Cotter [3rd Year BA (Hons) Film & Television Production] received Best Fiction Film for "Retail";
- Wiktorina Weintritt [1st Year BA (Hons) Film] received the Best Overall Film Award for "Last Seen".



Megan O'Shaughnessy, Miles Davis & Adrian Lynch, RTÉ

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

Royal Television Society Irish Student Awards (Feb. 2023)

The following students and graduates received awards at the Royal Television Society Irish Student Awards ceremony held on 28th February 2023 in Studio 4, RTÉ:

- Avery Angle [BA (Hons) Animation 2022] received the Best Undergraduate Animation Award for "The Small Makings of a Storm";
- Conor Bradley [BA (Hons) Film & Television Production 2022] received the Best Writing Award for "Sons of Róisín".
- Miles Davis, Michael Largey, Cait Bird, Sophie Brassil [BA (Hons) Film & Television Production 2022] received the Best Drama Award for "Bestial Ones";
- Fiachra Gallagher Lawson [BA (Hons) Film & Television Production] received the Best Camerawork Award for "Bestial Ones";
- Meghan O'Shaughnessy [4th Year BA (Hons) Film & Television Production] received the Best Editing and Best Factual Awards for "They Killed Us for Existing";



Avery Angle (Dingle Animation Festival)

- Rory Sweeney [BA (Hons) Film & Television Production 2022] received the Best Sound Award for "Sons of Róisín"

Dingle Animation Festival Awards (Mar. 2023)

The following students and graduates received awards at the Dingle Animation Festival held on 24th and 25th March 2023:

- Avery Angle [BA (Hons) Animation 2022] received the Best Irish Student, Best 2D, Best Art Direction/Design, and Best Music/Sound Design Awards for her short film entitled "The Small Makings of a Storm";
- Domhnaill Cotter [3rd Year BA (Hons) Film & Television Production] received the Best Animation Award sponsored by MILKSHAKE!, and the Best Writer Award sponsored by Animation Ireland and National Talent Academy for Animation for his short film entitled "His Dancing Shoes";
- Fay-Orion Antar [4th year BA (Hons) Film & Television Production] received the Big Pitcher Award for "On Eir";
- Marta Sniezek and Christian Spurling [both BA (Hons) Animation 2021] received the Best Director Award for "Small Hours"



Miles Davis, Fiachra Gallagher Lawson, Avery Angle & Bróna Nic Gabhann

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

Royal Television Society UK Student Awards (Jun. 2023)

The following students received awards at the Royal Television Society UK Student Awards ceremony held on 23rd June 2023 in the British Film Institute, London:

- Avery Angle [BA (Hons) Animation 2022] received the Best Undergraduate Animation Award, and the Best Undergraduate Craft Skills- Production Design Award for “The Small Makings of a Storm”;
- Miles Davis, Michael Largey, Cait Bird, Sophie Brassil [BA (Hons) Film & Television Production 2022] received the Best Undergraduate Drama Award for “Bestial Ones”;
- Fiachra Gallagher Lawson [BA (Hons) Film & Television Production] received the Best Undergraduate Craft Skills - Camerawork, and Best Undergraduate Craft Skills - Sound Awards for “Bestial Ones”.

4.6.3 Student/Graduate Achievements

IMC Screening of “North Circular” (Dec. 2022)

“North Circular”, the multiple award winning documentary musical written and directed by Luke McManus, and produced by IADT NFS graduates: Evan Barry, Paddy Jordan, Elena Larinova and Fia Wren was screened at the IMC Dun Laoghaire on 11th December 2023.



IADT & The Royal Irish Academy of Music Collaboration (Jan. 2023)

BA (Hons) Design for Stage & Screen and Graphic Design students, in collaboration with RIAM Opera, presented “La Liberazione di Ruggiero dall’Isola di Alcina & The Sofa” at the Samuel Beckett Theatre, Dublin from 15th to 21st January 2023.

“In the Making” Exhibitions (Feb. 2023)

Students of 4th Year BA (Hons) Art presented an exhibition of their work in three instalments titled “Milk”, “Butter”, and “Bread”. “Milk” explored the mechanics of our physical and mental relations with the natural world; “Butter” was concerned with the emotional aspects of art and its making; and “Bread” investigated themes of voyeurism, housing and streets. The three exhibitions opened on 9th, 16th and 23rd February 2023 in the Pallas Projects/Studios, Dublin.

The Place Project (Mar. 2023)

The Place Project is a student-directed research project devised by 1st Year BA (Hons) Art in collaboration with the Irish Museum of Modern Art. Using IMMA as a place, students developed research projects, creating artistic outcomes within the artists’ studios, the Museum building and the grounds. An exhibition of the students’ work was held between 24th and 28th March 2023.



Ellie McDonald

4.6.3 Student/Graduate Achievements (Cont'd.)

All-Ireland Student Psychology Congress (May 2023)

Jack Wells [4th Year BSc (Hons) Applied Psychology] was awarded second place in the Undergraduate Oral Presentations Category at the All-Ireland Student Psychology Congress, held on 11th and 12th May 2023 for his thesis entitled: "Purpose, Coherence, Mattering and Life Crafting: The Development and Validation of a Novel Meaning-Making Intervention".

George Moore Scholarship (May 2023)

Ellie McDonald [4th Year, BSc (Hons) Applied Psychology] was awarded a George Moore Scholarship in May 2023 to study for an MSc Developmental and Educational Psychology at University College London.

DLRCOCO Sports Scholarships (May 2023)

IADT in conjunction with Dún Laoghaire Rathdown County Council awarded the first ever sponsored Sports Scholarships to 10 IADT students in May 2023. The funding opportunity celebrated these exceptional student athletes and the role that sports play in their lives. The recipients were:

- Erasmuns Adjei [2nd year BBus Applied Entrepreneurship]
- James Byrne [4th year BBus (Hons) Business Management]



Winners of DLRCOCO Sports Scholarships

- Seán Kelly [4th year BA (Hons) Photography]
- Michael Lambert [4th year BBus (Hons) Business Management]
- Scott Li [4th year BA (Hons) Photography]
- Jonathan Masueme [2nd year BBus Applied Entrepreneurship]
- Oisín O'Sullivan [3rd year BA (Hons) 3D Design, Modelmaking & Digital Art]
- John Renier Ubaldo [4th year BA (Hons) Animation]
- Hazel Simmons [4th year BBus (Hons) Business Management]

"Cluiche As Baile" Premiere (Jun. 2023)

IADT graduates, Jack and Cian Desmond's [BA (Hons) Film & Television Production 2019] documentary entitled "Cluiche As Baile" premiered on TG4 on 1st June 2023. The programme was commissioned by TG4 and was directed and produced by Jack and Cian and explored the presence of GAA clubs on the European continent.

"On Show" On Tour (Jun. 2023)

IADT in association with Dún Laoghaire Rathdown County Council launched the "On Show" On Tour on 28th June 2023, which incorporates an exhibition of a selection of the work from the graduating class of 2023. The exhibition was held on the grounds of the Lexicon Library, Dún Laoghaire and ran until the end of August 2023.





4.6.3 Student/Graduate Achievements (Cont'd.)

'STILL I RISE: WON'T YOU CELEBRATE ME?' **Portrait Exhibition (Jul. 2023)**

This exhibition displayed 14 portrait photographs of black women residing in Ireland and was launched on 16th July 2023 in Hen's Teeth, Dublin 8. The aim of this exhibition, presented by 3rd Year BA (Hons) Arts Management students, and graduate photographer and director, Olamide Ojegbenro [BA (Hons) Photography 2022] alongside SoulSPCE Collective, was to capture the essence of the black community and to highlight the beauty and strength of black women living in Ireland.

4.7 Student Services & Facilities 2022/2023

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 main aim of the Access Office is to support increased access and participation in higher education. The new National Access Plan was published in

September 2022, and it has redefined the access target groups that will shape the work of Access Offices up to 2028.

In this new National Access Plan priority groups have been identified who continue to be underrepresented in higher education and which need additional focus and support.

These are:

- Students who are socio-economically disadvantaged:
 - ⇒ students who have experienced homelessness;
 - ⇒ students who are survivors of domestic violence;
 - ⇒ students who have experience of the care system;
 - ⇒ students who are carers;
 - ⇒ students who have experience of the criminal justice system.
- Students who are members of Irish Traveller and Roma communities.

The Access Officer is also available to offer advice and guidance about financial supports available to students. During 2022/2023, 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

4.7.3.1 Access Office (Cont'd.)

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 2022, 13 students entered IADT via HEAR.

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. This scheme has now been centralised and the administrative work has been assigned to a dedicated team based in UCD. In 2022/23 we had 21 IADT Students awarded bursaries of which 20 accepted and 1 deferred. 6 of these received Tier 1 and the remainder were Tier 3.
- **PATH 3 - Creative Arts Summer School**
The Creative Arts Summer School was held between 12th and 23rd June 2023. 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.

- **Outreach: PATH 5 Projects**
PATH 5 funding has facilitated increased engagement with St Kieran's School in Bray. The school has visited IADT on 3 occasions this year, on each occasion the children had the opportunity to experience a workshop in a different discipline (film, creative computing and a tour of the Graduate Exhibition) 5th and 6th class groups were invited in as it is a crucial stage of their education (many young traveller children do not progress to 2nd level education). We have established a strong link with the School Liaison officers in St Kieran's and the feeder secondary schools in Bray so that pupils who progress to 2nd level can remain engaged with our outreach work through the Open Doors Project and PATH initiatives.



4.7.3.1 Access Office (Cont'd.)

- **Southside Traveller Action Group (STAG) Wagon Project**

This project was an inter-agency collaboration between Southside Travellers Action Group, HSE Traveller Mental Health, HSE Resource Officer for Suicide Prevention, Children and Young People's Services Committees (CYPSC), The Hazel House (and IADT). The project involves older Traveller men passing on the tradition of wagon building to the younger generation. This is aimed at strengthening cultural identity, and pride in their heritage, which will lead to improved self-worth and improved mental health. Two 3rd year IADT BA (Hons) Production for Film & Television students documented the process through interviews with participants and they filmed the launch of the Wagon on July 11th. The benefit of having the involvement of IADT students in this project was two-fold, the STAG participants gained awareness of IADT and the courses we have to offer and the students gained awareness of the issues facing minority groups when accessing education (and other essential services).

- **Performance Funding - Open Doors**

Performance funding for the Open Doors project was granted. The aim of the project is to create a pre-entry outreach programme and access entry route that will widen participation in higher education among underrepresented groups in the Dún Laoghaire Rathdown community. The programme will have a particular focus on 5 local DEIS secondary schools with whom IADT has established links.

The Post-entry Strand

- **Student Assistance Fund (SAF)**

In 2022/2023 the Access Service received €208,007 from the HEA and European Social Fund for the Student Assistance Fund. A total of 235 students applied for the fund, 4 were deemed ineligible, 34 were incomplete, but 197 were eligible for payment.

- **Mature Student Writing Week**

In September 2022, staff members from the Student Learning Centre facilitated the Mature Student Writing Week workshops, with mature students participating in this event.



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 Student Experience, IADT Students' Union and the FYF team and it is supported by academic and professional staff. In 2022/2023, 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 programme included: HEAR/DARE Orientation Induction Week, Welfare Week, Education Week and Mature Students Information Week.

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 183 students in 2022/2023 (an increase of

4% on last year), using a range of technologies, including laptops and dedicated Assistive Technology (AT) software.

- There was a total of 255 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. 66% of students have two or more disabilities.
- During 2022/2023, the AT Service purchased site licences for Grammarly Pro assisted technology. Grammarly Pro can be installed independently by students and staff and is a key technology for UDL in IADT. 21 Apple M1 MacBooks were purchased in 2022/2023 to begin use as AT laptops.
- Blackboard Ally, purchased by the Institute in 2020, continued to be a major plank of UDL IT infrastructure in IADT. It is a system to allow academic readings to be

4.7.3.2 Assistive Technology Service (Cont'd.)

downloaded from Blackboard by students in multiple alternative formats, such as eBooks and audio files. This year Immersive Voice Reader from Microsoft was added.

- Elderly students with AT needs continue to be supported. These students can have issues with hearing and eyesight, energy levels, frailty, and familiarity with IT. This introduces gerontology as an element in the provision of AT in IADT.
- Key assistive technologies used in IADT during 2022/2023 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. The AT pages on the IADT website are a key resource in supporting, training and communicating with students about assistive technology.

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 2022/2023, the CC delivered 278 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 class workshops and presentations on topics such as: Networking, LinkedIn, Building Personal Profile & Pitching; Competencies, Skills & Abilities; Crafting CVs/Portfolios; Assessment Mechanisms; Interview Techniques etc.
- The Careers Officer is a member of the GradIreland steering group and was involved in the creation, development and design of Creative Hub in the GradIreland biannual Fairs 2022/23 as well as being involved in the CV clinics. It's the first time GradIreland had seen the 'Creative' profile student and graduate signing up to the fair. 253 students signed up from IADT.
- The CC collaborates with Dundalk IT and SETU Waterford running Careers Events for our students and graduates in the Creative Sector. In October 2022, the CC created a Poster and gave a presentation on the 'Creative Careers Collective' for 10 Year Anniversary QQI.
- During 2022/2023, the CC continued to build IADT CareerHub, developing pathway functionality and piloting with placement lecturers in IADT. The CC sends out a Friday

4.7.3.3 Careers Centre (Cont'd.)

Jobs Newsletter every Friday – 160+ Organisations have built employer profiles on IADTCareersHub and can post opportunities here, which can in turn be hyperlinked on the newsletter. This grows month on month as opportunities come in and new employers are encouraged to join. The newsletter also showcases other jobs on LinkedIn and other targeted sites, Internship and placement opportunities, placements and upcoming events.

- Careers Week 12th-17th April 2023 - the CC in collaboration with FYMMO, delivered several events during Careers week - Panel Discussion, on UX, Apprenticeships and Graduate Programs with Accenture, Guidewire and Avia, “Networking for Creatives and the power of LinkedIn” by LinkedIn, panel discussion and Networking session with Egg VFX, Black Shamrock and OSS, RTE “How to get Work”, Hays – Building Brand and Selling your Skills, Creative Technology Ireland, Cartoon Salon, and Outside Broadcasting with TVM.
- The IADT Graduate Outcomes Survey 2022 was completed and is available on IADT’s

website; an 82% response rate was achieved.

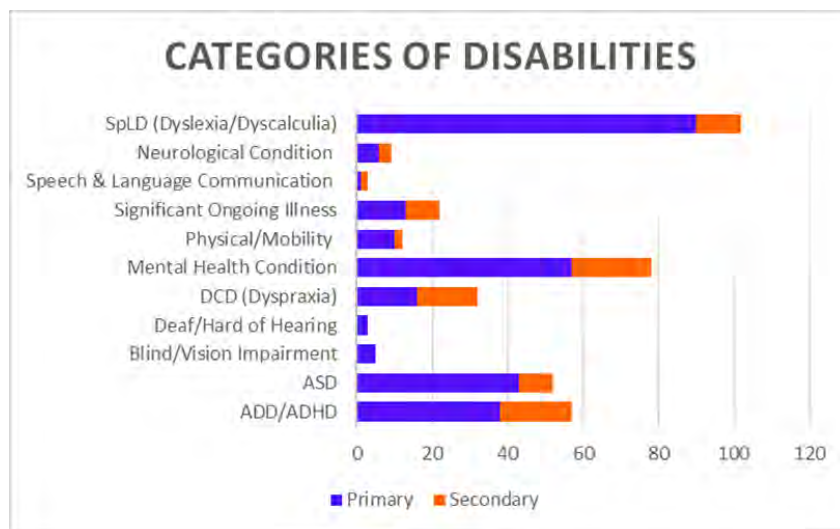
4.7.3.4 Disability Support Service (DSS)

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 2022/2023, a total of 282 students (11.3%) registered with the DSS, 93 of which declared two or more disabilities. Of the registered students, 87 were new student registrations - needs assessment and Profile of Needs Summary were completed for each individual.





4.7.3.4 Disability Support Service (Cont'd.)

- During the academic year, a total of 165 student support appointments were attended in the DSS.
- This year through the Disability Access Route to Education (DARE), IADT had 72 DARE eligible applicants, 42 of whom registered with the Disability Support Service (58%).
- As seen in previous years, there is a growing complexity of the students' presenting disabilities. Out of 282 FSD eligible students, 93 students are registered with two or more disabilities. The table above provides a visual representation of the categories of disabilities, including those who registered with a secondary disability. In line with the recent years, Specific Learning Difficulty remains the largest category of disability in IADT (primary = 90, secondary = 12). The second largest category, Mental Health (primary = 57; secondary = 21) is continuing to rise. There is also an increase in the ADHD category (57 students in total); this is an increase of 11% on last year.
- The Profile of Needs DSS worked closely with teaching staff, Head of Teaching and Learning, IT and the Data Protection Liaison Officer to produce a more effective way of communicating The Profile of Needs documents while maintaining GDPR principles
- Appropriate exam accommodations were facilitated and liaised with the Exams Office. The following exam accommodations were put in place: spelling and grammar waiver, reader, use of computer, alternative exam venues, extra time and rest breaks.
- In March 2023, the DSS organised the Neurodiversity Week in consultation with the Student Learning Centre, Students Union, and the Student Health Centre to raise awareness and acceptance amongst staff and students.
- IADT received PATH 4 UDL funding through the HEA and submitted a proposal outlining various projects, one of which is the procurement and installation of two sensory pods.

4.7.3.4 Disability Support Service (Cont'd.)

- During 2022/2023, the DSS delivered the following workshops and talks, in collaboration with Teaching and Learning:
 - ⇒ Information sessions to promote the DSS to first year students in various courses to create service visibility and awareness.
 - ⇒ The HEAR & DARE Orientation Day in as hosted by the DSS and the Access Office.
 - ⇒ “PONS Refresher” session for the Department of Entrepreneurship.

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.

The service is provided by one full-time counsellor, with the support of one part-time sessional counsellor. The SCS is committed to supporting the psychological needs of IADT

students and similarly in empowering students' increased capacity for self-regulation and coping.

- During 2022/2023, a total of 827 individual support sessions were scheduled with students. 252 students engaged with the IADT Student Counselling Service. Of sessions scheduled, 79% of appointments were attended.
- 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.
- In November 2022, 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.

4.7.3.5 Student Counselling Service (Cont'd.)

- 2023 identified wider resourcing in equipping students further with such coping and wellness-oriented framework through the availability of an on-demand mental and physical health online student -assistance platform, facilitated by external service provider Spectrum Life.
- In April 2023, IADT formalised alignment and affiliation with NiteLine. NiteLine are a student volunteer-led helpline service. NiteLine is available to students from affiliate colleges to contact from 9pm – 2.30am every night during term times.
- SafeTALK Suicide Awareness Training – in September 2022, the SCS in collaboration with the Staff Training & Development Officer, facilitated on-campus SafeTALK training, with 16 attendees.
- The Student Counsellor makes available to any student who has completed their allocated sessions the option of external referral. Centres identified and bridged to are based in Dún Laoghaire and in Dublin City Centre respectively. Online therapy offerings at free and low-cost

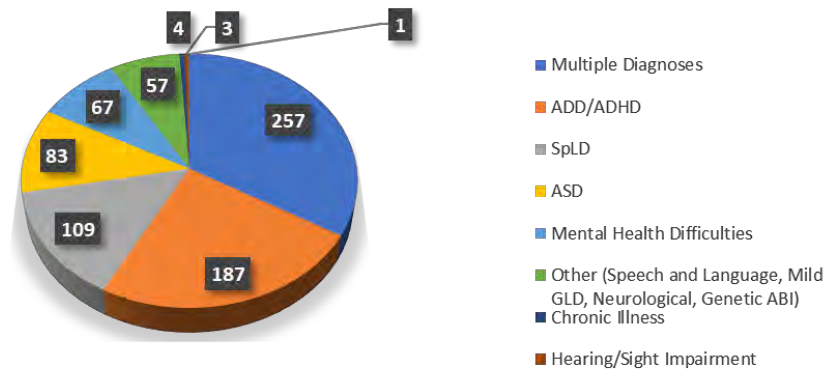
are similarly signposted to students, on a case-by-case basis.

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.

- The nursing service, which is free of charge, provides clinical and emotional support to students, triages for acute care requirements, assessment and care of minor injuries, health promotion and wellbeing activities and initiatives. We have noted an increase in mental health and transgender consultations during this year.
- There was a total of 596 GP Consultations scheduled during the academic year, in addition to 841 Nurse Consultations. Blood tests followed by STI screenings are the most common consultations.

Support provided by SLC broken down by disability 2022-23



4.7.3.6 Student Health Centre (SHC)

- The SHC Nurse is a member of the IADT Health Campus initiative and during 2022/2023 took part in a number of cross-campus health promotions.
- During 2022/2023, the SHC team facilitated the distribution of free condoms to students as part of the National Condom Distribution Scheme.

4.7.3.7 Student Learning Centre (SLC)

The Student Learning Centre has been providing a tendered service since 2019 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, social, organisational and psychological support to students in higher education institutions, including IADT, Maynooth University, UCC, TUD, NCAD and the CDETB. The service offers support to all students across IADT including those registered with the Disability Support Service.

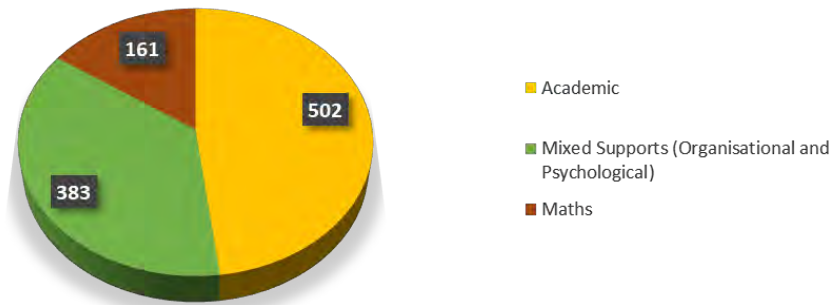
- The SLC is staffed by a Chartered Psychologist, an Assistant Psychologist

and a part-time Maths Tutor. In addition, the service is supported externally by a Principal Educational Psychologist and the team of the NLN Educational Support Service.

- The academic year 2022/23 saw the largest number of students engage with the SLC to date. Overall, the number of students registered with the service grew by 6%. Contacts with the service increased by 42%. Individual appointment sessions also experienced a significant increase of 43%.
- The SLC has also noticed an increase in the complexity of students presenting, who require ongoing support, as well as regular collaboration with other student support services and academic staff.
- During 2022/2023, the categories of disabilities registered by students in IADT included:

⇒ ADD/ADHD	24%
⇒ Autism Spectrum Disorder	11%
⇒ Mental Health	9%
⇒ Multiple Diagnoses	33%
⇒ Specific Learning Difficulties	14%
⇒ Other	8%

Support provided by SLC broken down by category of support requested 2022-23



4.7.3.7 Student Learning Centre (Cont'd.)

- The breakdown of supports availed of by students during 2022/2023 are as follows:

⇒ Academic support	48%
⇒ Mathematics	15%
⇒ Mixed Supports	37%
- 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 2022/2023.
- The Chartered Psychologist presented at the Psychological Society of Ireland (PSI) Annual Conference regarding 'Supporting the ADHD Student: An IADT Story' to discuss the roll-out of the ADHD Screening process at IADT and the supports offered by the SLC. It was also presented at the AHEAD Annual Conference in March 2023.
- During the academic year 2022/2023, there was an increase in students querying ADHD and completed a number of ADHD screening reports and referred students for full ADHD assessments.
- For Neurodiversity Week (13th-19th March 2023), the SLC organised a viewing of 'The Disruptors' a documentary about ADHD. Over 80 students and staff attended. The screening was followed up with a Q&A panel consisting of representatives from ADHD Ireland, UCD, IADT, IADSU and an Advanced ADHD Coach.
- During 2022/2023, other events were organised to support neurodiverse students, including Neurodiveritea mixers in conjunction with the Disability Support Service and Body Doubling in the IADT Library.
- During 2022/2023, the SLC team provided a number of targeted workshops to undergraduate and postgraduate students, which included critical analysis, academic structure, academic integrity and referencing, thesis proposal and thesis writing workshops, time management and 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 2022/2023 were:

- Eoin Hicks-Smyth (SU President)
- Crow Mullen (Education Officer)
- Micaela Dunne (Welfare & Equality Officer)



5

Research & Development Activities

5.1 Developmental Activities

5.1.1 Developmental Projects

Creative Futures Academy

Creative Futures Academy (CFA) is a partnership between IADT, NCAD and UCD, funded by the Higher Education Authority's Human Capital Initiative (HCI Pillar 3). 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, CFA contributes to the professional growth, reach and impact of the creative and cultural sectors. Through ongoing consultation with an advisory industry council, CFA has increased engagement with the creative and cultural sector and is developing and supporting models of workplace learning as well as other initiatives by working with external providers and sectoral agencies.

The CFA team in place for 2022-2023 comprised an Academic Lead, a Project Manager; a Learning Technologist; a Researcher; and three 0.5 secondments from academic staff. In June 2023 two full-time CFA members took up opportunities in other internal projects (EDI, N-TUTORR) and one staff member's secondment was reduced to 0.25 after winning an NT-UTORR award. We

acknowledge and appreciate their contributions to CFA and recognize the importance of maintaining strong relationships with our peers, who bring valuable insights from their experiences at CFA to their new roles and initiatives within the Institute.

CFA has an internal Steering Group who also sit on the cross-institute Academic Development Group (ADG) with academic colleagues from our partners in NCAD and UCD. The function and remit of ADG is academic oversight, programme development, delivery and alignment, student mobility and complementarity between partners. There is an overarching CFA Management Committee (representatives from IADT are the President and Head of Department of Technology & Psychology) concerned with governance, reporting, finance and strategic development. The Programme Director of CFA, reports to this Board.

During 2022-2023, CFA made significant progress across its three primary objectives as funded under HCI Pillar III. Updates are included under each category as follows:

- **Pedagogical Model Development and Mobility Enhancement** - Collaborations with our partner institutions in

Creative Futures Academy (Cont'd.)

developing and testing creative pedagogies and promoting undergraduate and staff mobility are ongoing. Noteworthy initiatives include the exploration of mobility models between partners, encompassing both accredited and unaccredited programmes. A 24-hour Design Challenge held in November 2022 at IADT in collaboration with the Media Cube and with support from DLR, DRIC and LEO, brought students from the CFA partnership together in an unaccredited, pilot mobility. A staff mobility project between UCD and IADT is ongoing, working to match creative practitioners from Design for Film with literature students in UCD to test innovative methodologies and trans-disciplinary pedagogies.

- **Enhance Facilities and Learning Contexts** - Strategic investments in both physical and digital infrastructures were made during 2022-. Key upgrades include the establishment of cutting-edge facilities such as Studio 3 for Virtual Production and the state-of-the-art Dolby Atmos Studio, alongside improvements in our Radio Studio and acquisitions of advanced AV and Immersive Tech Equipment. Additionally, investments have made in

software licenses for animation, digital sculpting, visual effects, and digital post-production. These additions, including subscriptions to LinkedIn Learning, are of benefit to all Institute learners. The design and development of a Level 8 5 ECTS asynchronous frame, linked to CFA's Creative Futures Attributes principles means that we now have a template for content creation, which can be used and populated by any disciplinary team or programme.

Ongoing discussions with N-TUTORR projects have identified ways in which the CFA asynchronous frame can be utilised for future provision in key areas. The development of MA pathways with entry/exit points, and elective offers, emphasizing stackability, and the validation of a micro-credentials Professional Skills matrix offering short courses at L8 5 and 10 ECTS and L9 5 and 10 ECTS, is meeting our obligations to provide industry-facing programmes and modes of access. The founding of a Micro-Credentials Working Group, convened by CFA with members representing the Institute's special projects and key function areas, is working to identify where internal processes can be streamlined, and to identify the need for new processes and procedures. Research carried out within CFA has informed the development of

Creative Futures Academy (Cont'd.)

an Equity, Diversity, and Inclusion (EDI) programme tailored for students delivered through the Equality Office.

- **Increase Engagement with Industry/ Creative Sector** - Significant progress has been with industry engagement across the creative sector. Notable initiatives include the introduction of Industry-facing L8/L9 Certificates across strategic domains such as radio and broadcasting, electronics for arts, AI and generative arts, creative use of archives, production management for TV and non-fiction, design thinking, data visualization, narrative and storytelling, and immersive technology.

An industry collaboration with Virgin Media TV and RTE in the co-design and co-delivery of a L9 Certificate in Multi-Camera Television (Live Studio Broadcasting) was completed in June 2023. Learners received intensive on-site training facilitated by both IADT and industry experts from Virgin Media and RTÉ. The success of this programme is evidenced by the high employment rate among its graduates.

Industry stakeholders continue to contribute to programmes as tutors, in programme development, on validation

panels, and as external examiners.

Student-facing supports such as industry-based scholarships, Recognised Prior Learning procedures, and the micro-credential matrix for professional skills are helping to bridge the gap between academic and industry requirements.

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.

FilmEU's main objective is to implement a European University of excellence focused in the Creative Industries. Our long-term vision implies that by 2027 FilmEU must be constituted as an exemplary collaborative

FilmEU (Cont'd.)

structure able to deepen the cooperation between all members of the Alliance and foster their ability to act locally, regionally, and globally in the cultural and creative industries and across other societal areas they impact.

FilmEU's main achievement is the building up of a community involving teachers, staff, students, and researchers across our Higher Education Institutions around the purpose of jointly cocreating FilmEU – The European University.

FilmEU is and must be about people. Students, staff and our communities need to gain from their involvement. The alliance members are only as strong as the academics, researchers, lecturers and teachers, technicians, administrators, librarians and most importantly students who represent it. Furthermore, we successfully positioned FilmEU as an active participant in the educational, research and innovation landscape dealing with the cultural and creative sectors (CCSI) in Europe. These two achievements together strongly contributed in the period to make FilmEU much more than a project - a new educational, research and innovation reality across the CCSI sector in Europe.

Responding to the call by the European Commission to deepen, expand, and intensify existing cooperation, the FilmEU Alliance undertook an expansion exercise and welcomed four new leading Higher Education Institutions (HEIs) from across Europe. The expanded Alliance includes VŠMU - Academy of Performing Arts (Slovakia), LMTA - The Lithuanian Academy of Music and Theatre, VIA University College (Denmark), and NATFA - The National Academy for Theatre and Film Arts “Krustyo Sarafov” (Bulgaria). This enhanced partnership will consolidate the diverse expertise and disciplines represented within the cultural and creative industries, further strengthening Europe's position as a global leader in education, research, and innovation in these domains and better reflects a more diverse geographic and cultural alliance.

October 2023, will mark the completion of the initial phase of FilmEU. Highlights during the funding period were:

- 4 Full partners growing to 8
- 14 Associated partners
- 20 Countries involved
- 6 Research and innovation projects (H2020, Horizon Europe, EIT HEI Initiative)

FilmEU (Cont'd.)

- 11 FilmEU seed funded projects (research projects)
- 31 Experts on Air and Cineclub hybrid mobility events
- 5 Pedagogical pilots with 450 students and 38 staff involved
- 2989 Total mobilities
- 74 Promoted live events
- 2 Doctoral schools
- 5 Joint Master Degrees fully operational (Erasmus Mundus)
- 1 Joint BA designed
- 5 Micro-credential courses
- 1 New joint Quality Assurance Framework
- 128 Reports and papers published
 - 12 New digital services/platforms shared
 - 320 Meetings
 - 42 Major online events
 - €47,278,881,66 Funding acquired for the alliance implementation and sustainability
 - 22 Workshops and conferences
- 3 Yearly summits (Lisbon, Portugal; Dublin, Ireland; Genk, Belgium)
- 2 Doctoral schools.

FilmEU's efforts in securing additional funding from various sources such as Horizon 2020, Horizon Europe, National Funding, and EIT, etc. have been highly successful. This accomplishment is pivotal for the financial sustainability of the European University. To date we have secured total alliance funding from the following sources:

- Erasmus+ Programme €33,038,723
- Horizon 2020 Programme €1,999,628
- Horizon Europe Programme €8,997,551
- EIT €865,650
- National Funding across the alliance €2,316,041
- European Digital Health and Digital Executive Agency €62,287
- Total €47,278 881,66

As FilmEU reaches the end of its first funding cycle, we can reflect on successfully securing (during this reporting year) its future through two major grants. FilmEU+ and WIRE FilmEU:

- **FilmEU+** will build upon the success and achievements of the Alliance's previous efforts, exploring innovative models for sustainable cooperation between the participating HEIs. By consolidating complementary programs in filmic arts and related fields, FilmEU+ aims to elevate Europe's profile as a cutting-

FilmEU (Cont'd.)

edge provider of education, research, and innovation in the cultural and creative industries.

- The **WIRE FilmEU** project (2024-2028) represents a significant opportunity for capacity building and knowledge exchange across the FilmEU Alliance as it will drive positive change and empower research communities. The project's primary objective is to enhance research and innovation capacities in the widening countries and less research-intensive institutions within the FilmEU Alliance. Through a strategic alliance and interdisciplinary collaboration, IADT and FilmEU Alliance aim to address the specific challenges faced across the participating countries and stimulate their research ecosystems.

Transformation Funding for Technological Universities

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.

Following representation by the President to the HEA, IADT was permitted to make an independent submission to this fund. IADT's initial allocation was €100k, which supported the exploration of future strategic priorities, including the consideration of the feasibility of an institution with an international, national and regional remit; a hub of education, research and innovation, focused on the creative, cultural and technological sectors. On the basis of this initial work (during 2020-2021, and 2021-2022), IADT was invited to make a further submission, and was allocated an additional €735k in January 2023 for a plan of work encompassing transformative activities in respect of research, change management, governance, corporate affairs, digitisation, and communications.

During 2022/2023, major activities supported by TUTF included: a pilot research development training programme for academic staff; the introduction of Pure, a research information system; and initial work towards the introduction of an institutional repository at the Library. Preparatory work

Transformation Funding for Technological Universities (Cont'd.)

also took place during the year in respect of activities scheduled for 2023/2024 (the final year of the fund); such activities include: evaluating opportunities for collaboration in respect of doctoral studies; engagement with staff in respect of a range of issues; reviews of business processes and management information systems; and further work on IADT's strategic position and external communications.

5.2 Research at IADT

5.2.1 IADT Research Office

Dr Tina Kinsella, formerly Head of Department of Design and Visual Arts at IADT, was appointed to the role of Head of Research in IADT in July 2023. A range of activities were supported by the Research Office in the academic year 2022-2023:

- **Researcher Development Programme** - the Research Office ran this pilot programme in the second academic term of 2023. The programme aimed to provide participants with an overview of research activities and the research

funding landscape. 10 places were offered and academic staff (Assistant Lecturer and above) were eligible to apply. The programme was split into three streams: i) early stage researchers, staff without a PhD ii) staff with a PhD within four years of their first appointment at AL iii) postdoctoral researchers. Taking place over nine sessions, the programme covered three main thematic areas: Idea, Impact, Implementation.

Pure Current Research Information System (CRIS)

- this research management platform (implemented in May 2023) consists of a research grant management system and a current research information system which collects a range of information about research carried out at IADT by academics/researchers, and makes it available to the public via the IADT Research Portal. The system has been set up to accommodate a wide range of activities, including publications, creative outputs, public contributions (e.g. media, invited talks), visits to other institutions), and more.



5.2.1 IADT Research Office (Cont'd.)

- **“Sex/Gender Dimensions in Research” Workshop** - in February 2023, the Research Office ran an intensive workshop on the ‘Sex/Gender Dimensions in Research’. The workshop was delivered by Yellow Window who are co-developers of the major toolkit ‘Gender in EU Funded Research’. The aim of this workshop was to build capacity among our researchers for integrating the gender dimension in their research work. The workshop focused on understanding the sex/gender dimension of research, which is central to most external funding schemes and explored how the gender dimension of research content contributes to excellence in research. Participants in the workshop were invited to submit a written abstract for discussion on the gender dimension of research. This event was very well attended by IADT academic and research staff.
- **‘FilmEU_RIT DOCTUS’** - a seminar for PhD candidates across the FilmEU alliance took place in IADT in April 2023. During this event eight researchers presented their research in progress to their peers. Presentations from IADT included two Masters by Research students. Academics and researchers at IADT participated in this event as responders to the presenters.
- **“How to write a Competitive Proposal for Pillar II (Horizon Europe)” Workshop** - this workshop was delivered by Dr Séan McCarthy from Hyperion in May 2023. Dr McCarthy has an extensive background in all aspects of European Research since 1980 and has been an active researcher, research manager, research group leader and company director. He currently specializes in helping organisations design and implement their European Research Strategies.
- **IADT 2023: A Showcase of Inspirational Teaching, Pioneering Research and Creative Innovation’** - this event took place over two days in May 2023. Five themes were explored on the day: 1. Digital Transformation, 2. Academic Integrity, 3. UD/UDL/IDL, 4. Sustainability in Education/Research, and 5. Equality, Diversity and Inclusion. Showcasing the diverse activities underway in teaching, research and innovation at IADT, presentations at this event were wide-ranging, covering the C-Accelerate, EDIFY



5.2.1 IADT Research Office (Cont'd.)

EDU, Digital Mythologies (Erasmus+) funded projects, initiatives from the HEA Human Capital Initiative Pillar III funded Creative Futures Academy, FilmEU RIT projects, activities and events, EDI and LEP projects. The keynote speaker at the event was Dr Séan McCarthy who presented on how to identify funding opportunities in Horizon Europe.

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 2022/2023, 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

IADT is the Co-Chair for Dublin Learning City which focuses on promoting lifelong learning for all and access to higher education, particularly for target groups. IADT is actively involved in building effective partnerships and participating with HEIs, Dublin City Council, CDETB, DDLETB and Community Networks. Dublin Learning City creates a common platform and approach across partner organisations to meet the goals of the National Plan for Access – increasing access through regional and community partnerships and mentoring. The Learning City Festival continues to use a blended approach. Going forward IADT will further strengthen partnerships with Dublin City Council and ETBs, and an extension to Dún Laoghaire-Rathdown County Council.

Promoting Access, Inclusion and Participation through Dublin Learning City includes the following:

- Promotion of Dublin Learning City, winner of the UNESCO Learning City Award through an integrated campaign in Dublin City including project partners.

5.3.1 National Projects (Cont'd.)

Dublin Learning City Project (Cont'd.)

- Celebration Inclusion & Diversity in Lifelong Learning through Dublin Learning City as part of Inclusion and Integration weeks 2022/2023
- Supporting and developing of X1 Learning Neighbourhood in Dublin North Inner City.
- Organisation and Launch of the Dublin Learning City Festival 2023.
- Mainstreaming activities into existing projects.
- Actively engaging in the Irish Network of Learning Cities, committed to an additional 4 years of collaborative working.

Feminist Art Making Histories Project

This project is funded by the Arts and Humanities Research Council/UK and the Irish Research Council under the Collaboration in the Digital Humanities funding stream. The field of investigation for this project is feminist artists in the UK/Ireland from 1970 on. The mission is to record, curate and

archive the oral histories and digitised records of associated ephemera of feminist artists in Ireland and the UK from 1970 to the present day. The oral histories will be housed in perpetuity in the Digital Repository of Ireland. The project is in its final year. The project team consists of Irish PI - Dr Tina Kinsella (IADT), UK-PI – Professor Hilary Robinson (Loughborough), Co-Is – Dr Elspeth Mitchell (Leeds) and Dr Amy Tobin (Cambridge) and RA – Dr Martina Mullaney (IADT) and Dr Ana Baeza Ruiz (Loughborough).

The project is in its final year. The FAMH AGM took place at Cambridge University in April 2023, with all FAMH members and FAMH Advisory Board present. Dr Ana Baeza Ruiz, FAMH UK RA, was named as a BBC New Generation Thinkers and will present a documentary about the FAMH project on BBC Radio 3 'Arts and Ideas'. The FAMH website will launch in January 2023 and the FAMH social media campaign launched September 2023. The FAMH team attended a research workshop at the Tyrone Guthrie Centre between 16-19 November 2023. A public event with the Women Artist's Action Group (WAAG/NIWAAG) in collaboration with the Irish Museum of Modern Art is scheduled for January 2024 to coincide with the launch of

5.3.1 National Projects (Cont'd.)

the FAMH website. FAMH team listed four key objectives in the initial application to the IRC/AHRC. These objectives are being met and remain a priority for the FAMH team. FAMH will present academic papers at the following conferences in 2024 as part of our key outputs from the project 1. AHRC/IRC Digital Humanities Conference, Belfast. February 2024; 2. College Art Association of America, Chicago, February 2024; 3. Association for Art History, University of Bristol. April 2024; 4. CSIC Art, Gender Culture, Lisbon, 2024.

Fernhill Park & Gardens Augmented Reality Project

Fernhill Park & Gardens Augmented Reality Project was 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 was 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 project aimed to spark curiosity and engagement in STEM from groups currently identified as being

unengaged in STEM. The results of the game show the user the impacts (positive + negative) of their choices on the landscape and environment in their chosen future version. 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.

5.3.1 National Projects (Cont'd.)

Recognition of Prior Learning (Cont'd.)

Following its formation in May 2022, IADT's RPL Project Steering Group has held regular meetings and this group is the central hub of communication pertaining to all aspects of RPL in IADT. During 2022/2023, the IADT RPL Policy was developed, with the support of the RPL Steering Group, Teaching & Learning, Registry and the THEA Lead. In addition, the RPL@IADT project worked closely with the Creative Futures Academy (CFA) offering scholarships to those eligible to access via RPL in the creative industries to take part in the IADT CFA courses. These RPL learners will be included in an upcoming case study at the 2024 Validation of Prior Learning Biennale in May 2024, Kilkenny.

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 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.

5.3.1 National Projects (Cont'd.)

Towards A Creative Dún Laoghaire

In 2022, the Minister for Tourism, Culture, Arts, Gaeltacht, Sport & Media, Catherine Martin TD announced funding of €69,000 for the Towards A Creative Dún Laoghaire initiative as a part of the Creative Communities Action Development Fund which provides resources and support to develop innovative projects to leverage the potential of local and regional economic development of creative industries.

The project partners of this FIS initiative, IADT's Public Design Lab and Dún Laoghaire-Rathdown County Council, secured funding to investigate and enhance collaboration between IADT and Dún Laoghaire Town. The six-month research initiative, called "Towards a Creative Dún Laoghaire," took place from June to November 2022. The project aimed to foster a culture of diverse possibilities throughout the town, involving the Local Authority, various sectors of the economy, social and cultural actors, and addressing sustainable development concerns. Through research and interdisciplinary activities, the project explored the crucial role of the creative

economy in Dún Laoghaire and emphasized the growing relationship between Dún Laoghaire-Rathdown County Council and IADT.

Researchers Ella Fitzpatrick and Justyna Doherty, have been conducting a qualitative study to explore ways to build the Creative Economy in Dún Laoghaire. The researchers at IADT are part of the newly launched Public Design Lab which is focused on providing strategy recommendations through an ecocentric lens. A further presentation of the study to date will take place in October 2023.

5.3.2 European Research/ Development Projects

ACCELERATE Project

The ACCELERATE project (2021-2023) had 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 was funded by the European Union as an Erasmus+ Strategic Partnership in Higher Education.

ACCELERATE brought 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 included new innovative curricula/ educational methods/development of training courses, access for the disadvantaged, as well as creativity and culture in Arts and Media education. IADT's Julian King and Aoife Balfe created VR pedagogical case studies for the project, Julian working with Illustration Programme partners from University of The Arts London and Aoife working with Fine Art lecturers

from Yuriy Fedkovych Chernivtsi National University in Ukraine. A very successful week-long VR training was held in IADT in November 2022, and working field trips were also organised to Bath Spa University and UAL in London (February 2022) and to SWPS School of Form in Warsaw (in April 2023).

A transnational VR Multiplied event took place in May 2023, with schools from Ukraine, Poland, The UK and Ireland actively participating. As a major project deliverable, IADT's David Quin created a VR101 Online Training Course with partners from Sumy State University in Ukraine. The ACCELERATE project created a valuable resource filled VR, AR and XR website. Finally, in October 2023, IADT held a VR training event for Art Teachers. The IADT ACCELERATE team are now working with IADT Teaching and Learning to propose a VR for Teachers Special Purpose Award, using many of the resources created for the ACCELERATE project.

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

C-ACCELERATE Project (Cont'd.)

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 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.

During 2022/2023, C-ACCELERATE continued engagement between the four FilmEU HEIs and Aalto University on increasing the innovation and entrepreneurial capacity in higher education in the fields of the arts and creative practices. IADT staff and students travelled to Aalto in late summer 2023 to partake in dedicated workshops on radical creativity and to showcase student entrepreneurial projects across the partner institutions. In addition, IADT staff, Barry Dignam and David Keating showcased the project at the joint ECSB / Growth Hub Entrepreneurship Education Share and Learn Symposium in Dublin in November. Work continues on the development of the action plan and on supporting 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.

DIMYMYDI (Digital Mythologies) Project

The Erasmus+ funded Digital Mythologies project entered its second year with a number of student workshops, management meetings and staff training days that continued to foster meaningful connections and exchanges between the five partner colleges/universities in Katowice, Vilnius, Antwerp, Helsinki and Dublin. These activities took place in Antwerp (October, 2022), Katowice (January, 2023), Dublin (March, 2023) and Helsinki (November-December 2023).

The IADT student workshop in March 2023 facilitated 30+ students, 10+ staff and incorporated the skills and expertise of IADT Fellow and Visual Communication Design alumni Niall Sweeney. Colleagues from Design for Stage and Screen/Design for Film programme, Pamela Heaney and Clare Barman, joined the Visual Communication Design team of Gerard Fox, Linda King, Rory Bradley and Peter Evers, in



DIMYMYDI Project (Cont'd.)

addition to bringing their own students to the workshop. Talks on Irish visual culture and mythology were provided by Dr Linda King and Dr Tina Kinsella, which complimented the Mythology and Identity theme of the week that was focused on our current understanding of the values of EU co-operation and membership. The workshop culminated in a dissemination event in the Japanese Room of the National Museum of Ireland: Archaeology, Kildare Street.

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 is facilitating 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 is analysing 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. 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.

International Credit Mobility Project (ICM)

The final International Credit Mobility (ICM) Project, that began pre-pandemic was extended to mid July 2023. In collaboration with SAFAA (State Academy of Fine Arts of Armenia) and YSITC (Yerevan State Institute of Theatre and Cinematography) in Armenia.

International Credit Mobility Project (Cont'd.)

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. YSITC staff visits to IADT took place in the academic year 2022/2023, which involved 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 presented at the 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.

5.3.3 Innovation Vouchers/Industry Collaborations

During the academic year 2022/2023, IADT engaged on 12 innovation voucher collaborations with companies, which

represents the highest output over the past 3 years. 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, UI/UX, app development, technology roadmaps, SEO and persona development.

The innovations vouchers commenced/ completed during 2022/2023 were as follows:

- Sideteams
- Palmtree
- Satisfaction Analytics
- Go Bike
- Adventure verse Studios
- Sports Asset Management x 2
- Anitech
- Sersha
- Minding Memories
- Pacelli Sports
- Roody



Sinead Kennedy, RTÉ Presenter & MC
FÍS Film Awards

5.3.4 FÍS Initiatives

FÍS Film Project

The FÍS Film Project is a Department of Education and Skills (DES) national initiative, managed by IADT's FÍS Office in partnership with the Professional Development Service for Teachers - Technology in Education Dept. (PDST TiE). FÍS is a successful film project that continues to thrive in primary schools across Ireland. The initiative 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 140 samples of FÍS award winning films made by children in Irish primary schools are also published at www.fisfilmproject.ie. FÍS is the longest running project of its kind (officially launched in 1999/2000), and is cited as an exemplar for *digital technologies supporting creativity in the classroom* in the Department of Education's Digital Strategy for Schools 2027 under *Pillar 3 / Looking to the future: policy, research and digital leadership*.

FÍS Film Awards 2023

The 17th Annual FÍS Film Awards ceremony took place virtually on 22nd February 2023. The awards were presented by RTÉ's Sinead Kennedy. Under the tutelage of staff of the NFS, the ceremony was produced, filmed and edited by students from the BA (Hons) Film & Television Production, and MA in Broadcast Production programmes. The ceremony was broadcast with the support of IADT's IT/Educational Technology Dept. and was streamed via HEAnet services.

Twenty-two awards for outstanding achievement in film making were made across a range of categories: Adaptation, Acting, Biography, Cinematography, Comedy, as science fiction and production design. Twelve counties were represented across the award-winning films including: Tipperary, Laois, Mayo, Offaly, Limerick, Dublin, Cork, Galway, Kerry, Kildare, Meath and Waterford. The Aileen MacKeogh FÍS Film of the Year 2022 Award was won by Cappawhite National School, Cappawhite, Tipperary for their film 'The Christmas Truce of 1914', which also was awarded Outstanding Achievement in Filmmaking for Cinematography.





5.3.4 FÍS Initiatives (Cont'd.)

FÍS Storyboard Storytelling Competition

The FÍS Storyboard Storytelling competition has been running successfully for three years and as such, it ran again in 2022/2023. The competition was open to all primary schools across the Republic of Ireland to enter the competition and 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, eight awards were made across three class/age categories and winning schools received educational technology provided by FÍS project partners, the Professional Development Service for Teachers - Technology in Education Department.

dlr First Frames Short Film Funding Scheme 2022/2023

IADT in conjunction with DLR Arts Office have successfully managed the DLR First Frames scheme since its inception in 2017. The scheme is completely funded by Dún Laoghaire-Rathdown County Council Arts Office & Economic Development Unit who

work closely with IADT's National Film School to ensure its' continued success. The collaboration between the two institutions supports emerging filmmakers at a crucial stage of their careers.

The 2022/2023 scheme was officially announced by Cathaoirleach, Cllr. Mary Hanafin in July 2022 and applications were processed between September and December 2022. Following a competitive selection process, two short films, *Nay Day* and *Conveyance* were awarded funding of €13,000 each under the dlr First Frames Scheme.

Nay Day was directed by Derek Ugochukwu [MA in Screenwriting for Film & Television 2019], a Dublin-based writer/director who writes modern-day fiction of the Black-Irish community, and was produced by Eamon Hughes [BA (Hons) Production for Film & Television 2020]. *Conveyance* was written and directed by Gemma Creagh and produced by Maeve McGrath. Both films will premiere in November 2023 in the Lexicon, Dún Laoghaire.

5.4 External Development Links

5.4.1 Erasmus+ Student Exchanges

During 2022/2023, thirty-seven Erasmus students came to study in IADT; this saw a return to pre-Covid numbers. The numbers of Erasmus students coming from France increased substantially due to Brexit; the countries of origin included:

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

During 2022/2023, a total of thirty-seven IADT students went abroad to study. The countries of destination were:

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 eight 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:

5.4.1 Erasmus+ Student Exchanges (Cont'd.)

A total of six Erasmus Student Traineeships took place during the academic year from programmes of study such as: Art, Photography, Design for Stage & Screen, and Creative Music Production to the following destinations:

- Germany 4
- Netherlands 1
- Portugal 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

The International Office supported various staff mobilities during the academic year 2022/2023, including:

- An academic visiting staff member from George Brown College, Toronto who delivered a successful two-week charrette with the MA in Design for Change team.

- Staff members travelled to Toronto, Canada, to re-engage and successfully revalidate pre-Covid Memorandums of Understanding. These Agreement will give students and staff the opportunity to continue to work within the Ontario Agreement of staff and student mobility in the coming years; primarily, the MA in 3D Animation (IADT & Sheridan College), and the MA in Design for Change (IADT & George Brown College).
- Academic staff members travelled to Aalto College in Finland to teach on a Blended Intensive Programme with four other partner universities. This teaching module has resulted in the academic staff members being accepted to an international peer reviewed Conference, IEEE GEM23 - Games, Entertainment & Media, which will be held in Bridgetown, Barbados between 19th and 22nd November 2023.
- Academic staff members travelled to the State Academy of Fine Arts of Armenia (SAFAA) in Yerevan, under the ICM Project to conduct workshops and training with the broader SAFAA staff group, and to present IADT film and student work. They also carried out preparatory work on the design of future institutional collaborations, projects and mobilities. SAFAA and IADT

5.4.2 Erasmus+ Staff Exchanges (Cont'd.)

will then report on the work done as part of the Erasmus mobility programme which was completed in July 2023.

- Academic staff members also travelled from Armenia under the ICM Project, where they discussed and participated in workshops around programme design, module descriptors, and some aspects of animation pedagogy, as well as looking at some of our recent undergraduate work. The aim was to assist SAFAA in designing a new Animation programme in Yerevan.
- An academic staff member travelled to the University of Rennes, France, as part of a Teaching Mobility at undergraduate level and involved a training workshop for the Creative Approaches to Public Space Graduate School.
- Academic staff members travelled to Poland in order to work on establishing partnership activities with the Polish-Japanese Academy of Information Technology in Warsaw.

5.4.3 FilmEU Mobility Support

During 2022/2023, the International Office also supported the mobility of sixteen students for 2 outbound Blended Intensive Programmes

(BIPs). The first was the Ideation Week in Luca College, Belgium, and the second included the students being divided into groups of four, with students being sent to Estonia, Portugal, Belgium and one group remaining in Ireland. IADT/FilmEU hosted one BIP inbound in February 2023, and the International Office worked closely with the FilmEU Project Coordinator to manage the accommodation, registration and pre-arrival details for the inbound students and staff members.

5.4.4 Ukrainian Students

During 2022/2023, twelve displaced Ukrainian students were offered places at IADT through the National Application Programme (PAC) run by the National University of Ireland Maynooth. The International Office and Admissions Office managed and assisted the registration of the final ten Ukrainian students who accepted places at IADT. As a result of this, seven Ukrainian students returned and registered to participate in the 2023/2024 academic year at IADT.

5.5 Enterprise Development

5.5.1 Media Cube

During 2022/2023, 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 the majority of 2022/2023, the Media Cube building retained 100% occupancy. Six-month review panels for all Media Cube clients were held in October 2022 and June 2023, with the aim of facilitating the growth of the incubating client, and setting milestones for companies as they scale up and ultimately prepare to exit the Media Cube.

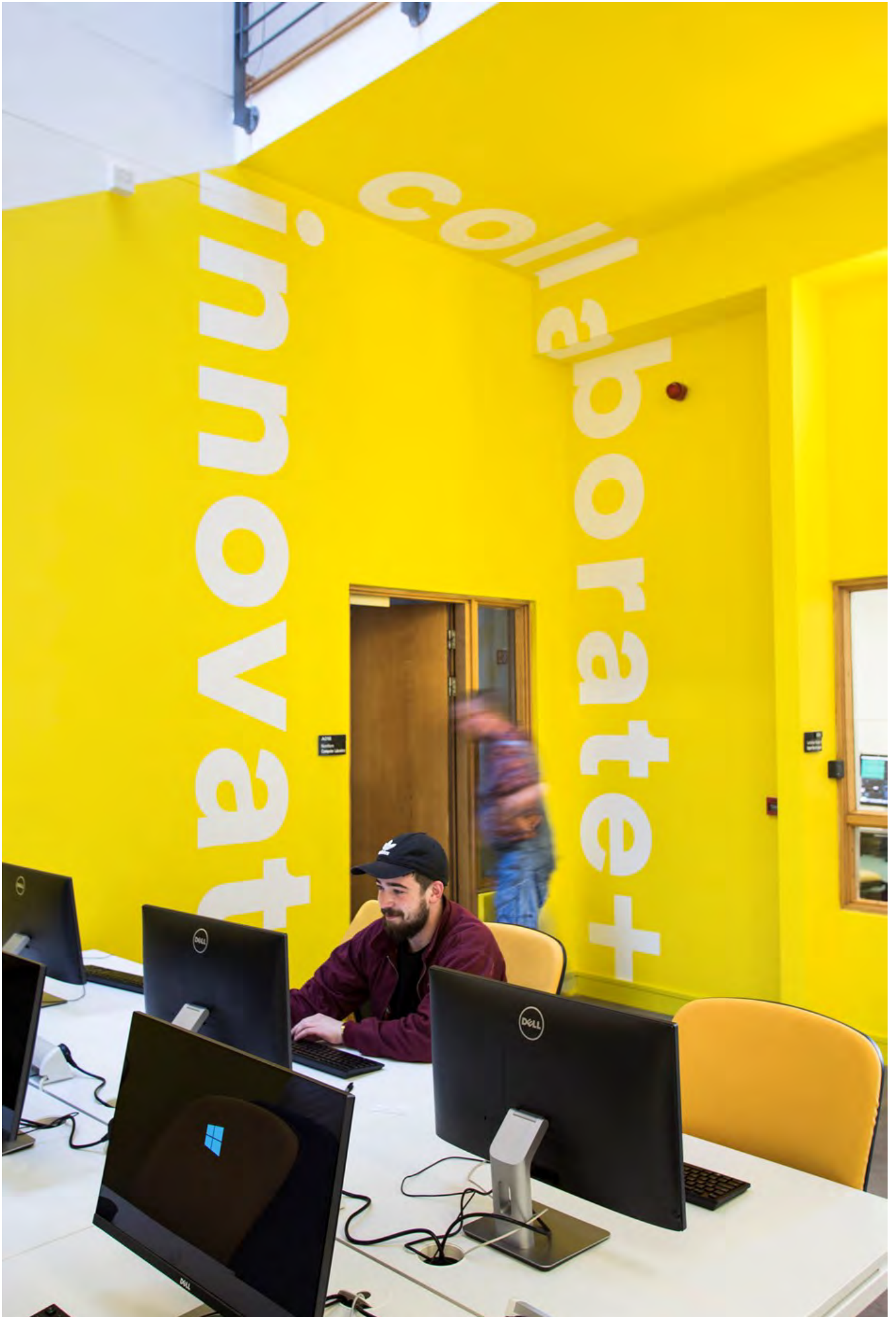
The event programme continues apace, and 2022/2023 witnessed a variety of domain experts and speakers covering topics such as networking, HR, mindfulness, podcasting and digital marketing amongst others. Supports continue to be offered to the Media Cube clients in the form of one-to-one mentorship, clinics, and access to a comprehensive library of start-up resources.

Some of the successes for Media Cube companies during 2022/2023 included:

- **Brand Launch:** led by co-founders, Jake Ryan and Connor Mulholland, Brand

Launch is revolutionising how brands sell on Amazon. Levelling the playing field, they enable newcomers to sell directly to clients, and effectively compete with giants. Using their data-driven strategies, they simplify Amazon's selling complexities. With a client base in Ireland and the UK, Brand Launch has enabled brands such as Dalgety Tea to increase sales on Amazon by 900% without the need for in-house expertise. Brand Launch is raising a pre-seed round to develop a software solution that simplifies Amazon selling, mirroring how Shopify streamlined website creation. The company aims to be the go-to global solution for brand launching, managing and optimising on the world's largest marketplace.

- **Capella:** Founded in 2020, and supported by Enterprise Ireland, Capella offers hybrid working software in organisations using the latest AI technology, including hot desk booking, office heat mapping, work-from-home risk assessments, as well as workplace analytical tools to foster greater collaboration amongst teams in the office. The technology also offers crucial data and insights into how hybrid working is performing across the business, which can be used to inform leaders'





Ian Kiely, CEO of Drone Consultants Ireland

5.5.1 Media Cube (Cont'd.)

decision-making process in finding the hybrid working solution that will be most effective for their business. Capella's latest customer contracts include governments departments, insurance companies, law firms and a mix of companies, large and small. Capella has closed a pre-seed round in 2023 with a combination of private investment from the US and HPSU funding, and projects achieving annual revenues of €10m + within the next five years.

- **Drone Space:** During 2022/2023, Drone Consultants Ireland rebranded as Drone Space in order Space to align with the markets they serve. The Irish Aviation Authority has established a new aviation safety forum to represent Ireland in Europe. Ian Kiely, founder of Drone Space Ltd. has been appointed to the panel as a UAV/Space specialist. Drone Space has successfully delivered a year long study to The European Space Agency to help evaluate satellite applications for the next five years. The company is currently working with a large pharmaceutical company in Limerick to further develop an advanced drone surveillance system.
- **Education Elephant:** Education Elephant's revenue has grown by 45% over the last twelve months and they have taken on 2 new staff hires, including a key business development and strategy hire. They are continuing to expand their reach within the UK and Irish markets and looking to expand into Canadian and US markets within the next 12 months. Education Elephant has been working for the past 12 months on the development of a new digital psychometric educational test which be will launched into the international school market in early 2024.
- **Gladcloud:** Gladcloud transforms retail partners into brand advocates at scale (B2B2C) with a complete Collaborative Social Media Marketing Platform for global or national brands to leverage retail partners' channels for the most efficient and cost-effective activation of Paid and Organic campaigns. 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-



Daniel Coen, CEO and Founder of Skippio

5.5.1 Media Cube (Cont'd.)

term agreements in place with Diageo, Uber Eats and Puig, and has progressed pilots with brands across multiple sectors and geographies, with launches happening in Q4 2023 with first markets in Africa, Latin America, and large FMCG brands and Food Delivery Services in the US. Gladcloud has recently achieved the status of being an official business partner of Meta.

- **Ignition Go Health:** Ignition Go Health, led by founder Siobhan Dee, delivers chronic disease prevention programmes to large enterprises with an average age of 40+. Previously known as the Diabetes Dept., they pivoted from diabetes prevention to chronic disease prevention to meet post-Covid market demands. Ignition Go Health ensures less absenteeism, improved productivity and a healthier, happier and stronger workforce. Ignition Go Health recently won a tender for Irish Rail and are currently in high-level discussions with other large companies both within and outside of the transport sector. They are currently recruiting both staff and new clients and hope to pursue funding in 2024.
- **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 improves ESG reporting. Safecility is working with Lloyds Banking Group across the UK to implement metering and monitoring as part of their sustainability drive to cut energy use in buildings by 50% by 2030. The metering will help to ensure that reduction targets across branches are met and sustained. This year, the company took part in an SEAI funded project with the University of Limerick and Limerick City Council, deploying smart meters and air quality sensors to homes and businesses within the Georgian quarter in order to develop a system of smart buildings across the city.
- **Skippio:** Skippio, founded by Daniel Coen, is a Progressive Web-App (PWA) that aims to improve fan experience at large-scale venues and events by reducing food and beverage queueing times all on one app. Skippio increases revenues and reduces cost/wastage for catering companies and

5.5.1 Media Cube (Cont'd.)

venues at major venues (stadiums, festivals and concert arenas). Skippio completed the New Frontiers programme at the IADT Media Cube/NovaUCD in 2022 and was shortlisted in the 'New Start' Dublin region category for Intertrade Ireland's 2022 Seedcorn Awards. Skippio was recently backed by Enterprise Ireland through their Pre-Seed Start Fund (PSSF) and has just been selected onto the Prep4Seed Programme with Enterprise Ireland in partnership with Furthr. The Skippio app has been rolled out at major events at Leopardstown Racecourse, Fairyhouse Racecourse, Curragh Racecourse and Live at the Marquee in Cork, with major stadiums and festivals now on board to trial Skippio in the coming months, as the company is targeting global markets.

- **Smart PMO:** Smart PMO is an Artificial Intelligence (AI) start-up, with an AI platform that minimises risks and maximises outcomes for large capital projects. In the past year, Smart PMO launched game-changing new features,

including AI Benchmarking for large infrastructure projects planning with minimal early-stage information, and AI Project Audit to optimise procurement policies and portfolio planning. The company expanded its footprint to the Spanish and Norwegian markets. Smart PMO gained recognition with CEO, Dr. Housseem Jerbi, being honoured as a Digital Construction Hero 2023, and a special invitation to join the leadership forum of the Build Digital project, funded by the Irish government. Smart PMO was also selected as a top EU AI startup by Innovate UK.

- **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 its partner venues with industry leading digital marketing services and business development to a highly relevant, 'ready to book' audience. VenueSearch's end-to-end booking portal technology offers complete visibility over the client's

5.5.1 Media Cube (Cont'd.)

journey from their initial research, to enquiry and finally to a confirmed booking. This enables venues to manage event bookings more efficiently, with data on response times and conversion rates instantly available. The company recently hired two new members of staff, taking the total to four full-time team members. Matthew Egan is Founder and CEO of VenueSearch.

5.5.1.1 Media Cube Alumni

- **HYPH** - HYPH, initially branded Xhail, started in the Media Cube in 2016 as a B2B company providing instrumental music for TV & games. In 2020, Xhail acquired a Swedish company introducing new capital investment and management team. They moved their focus to the creation of a new smartphone social media app that makes it possible for anyone to create and share commercial-grade music with just a few swipes and taps. HYPH is a new mobile application, due to be launched in late 2023 aimed at making commercial-grade music creation as simple and universal as

taking a selfie. Users will choose the genre or mood they would like to capture, and with the tap of a finger, HYPH will combine single-instrument music recordings known as stems, into a professional-quality song. Each song created on HYPH will be unique and have the ability to be further customized with mere taps or swipes. Once created, songs can be used as backing tracks to user-created videos, added to personalized playlists, mixed with vocal recordings, uploaded to social platforms, and more. HYPH is providing an opportunity for anyone, regardless of musical skill, training, and expensive equipment, the ability to create high-quality music in seconds. With the creator economy estimated to be worth \$100 billion with 50 million active users, HYPH will democratize music production and make song creation accessible to anyone with a smartphone.

5.5.2 New Frontiers Programme

The New Frontiers Programme, funded by Enterprise Ireland is a leading enterprise development programme in Ireland. The

5.5.2 New Frontiers Programme (Cont'd.)

academic year 2022/2023 was the second 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.

The 2022 Programme was completed by 12 start-ups. In the first six-months since completing the programme these start-ups have so far collectively secured just over €930,000 in follow-on financial support, or funding from Enterprise Ireland, Local Enterprise Offices, private investment and Science Foundation Ireland.

The start-ups have also created 19 full-time and 2 part-time jobs together with 15+ internship positions with national and international students. In addition, the start-ups have also entered new export markets in the UK, Portugal and Germany.

Having successfully rolled out Phase 1 to 34 start-up companies in Q4 2022, the focus for 2023 was Phase 2 of the programme. A total of 13 participant companies underwent Phase 2 of the programme which completed in Q3 of

2023. The third year of the programme commences simultaneously in Q3 of this year.

Some of the Phase 2 participants include:

- **AI Interpreting:** AI Interpreting, founded by Mark O'Brien, has developed cutting edge innovative technology for businesses and Governments to engage with the Deaf community using AI sign language interpreters. The applications for this technology are endless and will break the glass ceiling for many in the deaf community who are seeking further employment opportunities.
- **CNUXHub:** CNUXHub, founded by Sidath Handurukande, develops tools & services for holistic assessment of reliability and customer experience, to help EV Charging Network companies make more money, while delivering a superior service to their customers, namely EV charging users.
- **Sersha:** Sersha, founded by Ruth Guest, is an all-in-one platform that gives families the freedom to navigate the online world. Through a dedicated knowledge hub for parents, and interactive simulator for pre-teens and teens, Sersha gives families the ability to tackle any challenges they may encounter now and in the future.



Participants in the 24 Hr Design Challenge

5.5.2 New Frontiers Programme (Cont'd.)

- **Snappie:** Snappie, founded by Mihael Melnic, is a digital platform for creative agencies that removes most of the complexity out of the website creation process. Snappie gives designers the knowledge and tools to use best practices when studying the brand and design language of clients and to apply them to specific examples. Snappie generates a fully functioning website which the agencies fully own. Within the 6 months of the Phase 2 programme, Snappie secured €100k in PSSF funding from Enterprise Ireland and currently employs a team of three.

5.5.3 Enterprise & Innovation Student Entrepreneurship Programmes

During 2022/2023, the Enterprise & Innovation team at IADT piloted two new programmes, including the 24hr Design Challenge and the IADT Student Accelerator programme. This activity, in conjunction, with the annually held Student Enterprise Bootcamp, has ensured a consistent pipeline of student entrepreneurship activity. The 24 Hr Design Challenge acted as a feeder for recruitment to the Student Enterprise Bootcamp. Those completing the Bootcamp

were encouraged to apply for the IADT Student Accelerator and in turn many of the students participating in the Accelerator programme have also been applicants to the New Frontiers programme.

- **IADT 24 Hr Design Challenge**
In November 2022, the Media Cube together with the Creative Futures Academy ran the first pilot of the 24hr Design Challenge, a student entrepreneurship programme aimed at getting students to solve sustainability issues and create a solution aligned with the 17 USDG goals. By following a series of Design Thinking tasks, students pushed the limits of their creativity to solve real-world issues collaboratively in a group. Students came from three main HEIs, including IADT, NCAD and UCD. All students presented before a panel of judges and the winning group were awarded €1,000. This event was sponsored by the Creative Futures Academy, Dublin Region Innovation Consortium and the DLR Local Enterprise Office. The winning project, Ecode, consisted of students Claire Long (IADT), Jay Sorenson (IADT), Karen O'Donoghue (NCAD), Aideen Doyle (UCD), Qiong Wu (UCD).

5.5.3 Enterprise & Innovation Student Entrepreneurship Programmes (Cont'd.)

- **IADT Student Enterprise Bootcamp 2023**

The annual IADT Student Enterprise Bootcamp was delivered by the Media Cube in January and February 2023. There was a 30% increase in the number of applications for a place on this year's programme. The 2023 Bootcamp was supported by Enterprise Ireland, Knowledge Transfer Ireland and the Dún Laoghaire-Rathdown Local Enterprise Office. The Media Cube welcomed a cross-collaboration of IADT students and graduates of different disciplines who worked closely with a team of mentors from start-ups based at the Media Cube. Each student was given individual mentoring to develop or pivot their business ideas, and specialised presentation skills to assist the participants in making future investment pitches. The closing event of the Bootcamp was the presentation of the 'Elevator Pitches' by the participants to a panel, including representatives from

Enterprise Equity Venture Capital Investment Management, Enterprise and Innovation and the Faculty of Enterprise and Humanities at IADT.

The winners of the 2023 Bootcamp are as follows:

- ⇒ **Most Developed** – Rosaleen Behan Moore [Year 1, BA (Hons) Digital Marketing] for Ellen and Rose – luxury candles and wax melts.
- ⇒ **Most Innovative** – Steven Carberry [Year 4, Higher Diploma in Business in Digital Content Development] for LAYmation – Educational Animation Shorts.
- ⇒ **Best Pitch** – Dylan Johnston, Gabriels Kupcis, Karl Johnston, Ronan Kearney [Year 1, BA (Hons) Entrepreneurship] for the IADT Shop (Prestige Worldwide College Apparel)

Several participants have continued to work on their business plans and have applied for the New Frontiers programme 2023/2024 that is delivered by IADT Media Cube and NovaUCD.

5.5.3 Enterprise & Innovation Student Entrepreneurship Programmes (Cont'd.)

- **IADT Student Accelerator 2023**

In June 2023, the Enterprise & Innovation team at IADT piloted a new programme, the IADT Student Accelerator programme, an intensive four-week mentoring programme for IADT students across our undergraduate and postgraduate programmes who are interested in exploring and pursuing a business idea or development of a creative project. The main objective of the Accelerator was to provide students with the confidence and tools to launch and grow their projects. All students pitched for prize money on the last day of the Student Accelerator programme (July 5th) in front of an expert judging panel. This is the first year for IADT to launch this pilot programme which was funded by the Higher Education Authority.

Small Fish, the overall winner, is a production company dedicated to telling visually striking and thought-provoking stories from the fringes of Irish society,

capturing the essence of Irish culture and heritage. Small Fish, founded by IADT students, Luke O'Shaughnessy and Ailill Martin [both Year 4, BA (Hons) Film & Television Production], was one of 12 student start-ups that took part in this year's IADT Student Accelerator programme 2023.

Runner up was Pencil Hub, Natasha Cloran, Denise Green [both Year 3, BA (Hons) Applied Psychology] and Sarah Healy [Year 2, BA (Hons) Applied Psychology], whose venture seeks to address the lack of essential learning tools for under-privileged children.

Third prize went to Roisin Kelly and Eimear Young [both Year 4 BA (Hons) Animation], whose venture, Midnight Mass, addresses the lack of opportunities for animation artists outside mainstream animation studios in Ireland. Raomal Perera (Lean Disruptor) and Caitlin Hafer (What the Hack) were both facilitators on the programme. The judging panel consisted of Cathy Holohan (Enterprise Ireland), Aoife Harrington (DLR Local Enterprise Office), Dr Rosalind Beere (Furthr), and Kieron Branagan (Deja Partners).



L to R: Dr Andrew Power (Registrar), David Smith (President), Dr Karlin Lillington, David Holohan (Chair of IADT Governing Body), and Dr Andrew Errity (Head of Dept. of Technology & Psychology)



L to R: Dr Andrew Power (Registrar), David Smith (President), Niall Sweeney, Dr Tina Kinsella (Head of Dept. of Design & Visual Arts), and David Holohan (Chair of IADT Governing Body)

5.6 Events & Institute Achievements

IADT Honorary Fellow Awards

At the IADT Conferring Ceremony on 11th November 2022, the following received Honorary Fellow Awards:

- Dr Karlin Lillington - Technologist and Business Journalist, in recognition of her advocacy and work as a journalist and academic spanning technology, society, arts and business, as well as for her consistent advocacy for the integration of artistic and creative practices.
- Niall Sweeney - Graphic and Communication designer and Artistic Director of Arthouse, in recognition of his significant and long-lasting influence on IADT's design and visual communication degree, new media and the integration of technology into the Institute's creative programmes.

HEIs of Normandy & Ireland Deepen Co-operation (February 2023)

On 22nd February, 2023, Higher Education Institutions in Normandy and Technological

Universities and Institutes of Technology came together to sign a Declaration of Intent to deepen their collaboration across a range of themes benefiting staff, students and researchers in Irish and Normandy higher education institutions. The aim of this initiative is to explore and foster mutually beneficial partnerships and priority-focused activities in order to support regional economic development, through actions including Mobility of doctoral students and establishment of co-supervised theses, Short-term student mobility, and Staff mobility. IADT was party to the Declaration of Intent, along with 6 other Irish TUs/IoT, and 11 HEIs of Normandy.

IADT Awarded Irish Research Council New Foundations Funding (February 2023)

IADT has been awarded funding for a new project, Digital Storytelling for Museum and Art/Design Educators, under the Irish Research Council (IRC)'s New Foundations scheme. This new project aims to explore technologies of digital storytelling to collaborate on, and create innovative



L-R: Dr Eileen DeCourcy (GBC), Suzanne Drisdelle (Canadian Embassy), Dr. Josephine Browne (IADT), Linda Franklin (Colleges Ontario) and David Smith (IADT)

5.6 Events & Institute Achievements (Cont'd.)

teaching and learning resources and professional training with educators in the museum sector. IADT will work with museum and art/design educators in the use of virtual reality (VR) to promote and enhance knowledge of the makers, materials and histories. The funding from the IRC will enable up to 15 participants to take part in a workshop facilitated by IADT + Creative Futures Academy called 'Digital Storytelling for the Metaverse'.

MOU with George Brown College Reaffirmed (March 2023)

On Friday, 10th March 2023, the Institute of Art Design + Technology, Dún Laoghaire (IADT) welcomed Presidents from nine colleges from Ontario, Canada, the Senior Trade Commissioner for Canada in Ireland, President of Colleges Ontario and representatives from Education in Ireland and Enterprise Ireland. The colleges included: George Brown College, Northern College, Durham College, Centennial College, Mohawk College, Georgian College, Niagara College, Humber College and Canadore College.

During the visit, IADT reaffirmed its MOU with George Brown College, Toronto, Canada with the aim of maintaining its long-term partnership. The focus of the partnership is to maintain, build and increase collaborations in the fields of design and sustainability in business. The MOU provides a clear framework for both institutions to continue to work together on the development of the partnership and a range of collaborative academic activities between Ireland and Canada.

Why So Serious? Conference (April 2023)

The National Film School at IADT hosted a Conference on Teaching Comedy in Film Schools called "Why So Serious?" on 24th to 26th April 2023. This GEECT Teaching Conference, hosted by IADT and supported by CILECT, FilmEU and NAHEMI, brought together experts in comedy writing, asking them to contemplate and advise on how to teach comedy in film schools across the world. Experts included comedians, writers, researchers and academics specialising in, or curious about comedy.

5.6 Events & Institute Achievements (Cont'd.)

Industry Day (May 2023)

The Enterprise & Innovation team ran the first industry event at IADT in May 2023. Industry and local stakeholders gathered to meet our creative experts and to listen to our host Conall Ó Móráin from That Great Business Show as he took us through some rapid fire talks from our creatives followed by an informative industry panel discussing live projects with our researchers. Our creative experts showcased the depth of their expertise with talks on 3d modelling, AR & VR case studies, animation and the psychology of online behaviour. There were live demos on show and afterwards industry members were invited to meet our graduates at their On Show final year exhibition. The day was a testament to the vibrant research and industry engagement culture at IADT.

Findings IV Symposium (June 2023)

The Faculty of Film, Art & Creative Technologies hosted "Findings IV: A Symposium Celebrating Scholarly Research at

IADT" on Tuesday, 6th June 2023. The symposium showcased scholarly research produced at both undergraduate and postgraduate level during the academic year 2022-23. Established in 2019, the annual "Findings" symposium offers students a platform to share colourful and provocative research 'findings' and celebrate the intrinsic value of scholarly research to the disciplines of film, art, design, animation, photography, visual culture and creative technologies.

IADT Creative Computing Summer Camps (June 2023)

IADT offered free computing camps to Junior Cycle secondary school students from 12th to 14th June 2023. The camps included:

- Young Women in Computing - an opportunity to meet with female students of computing in IADT, and to learn about career opportunities in the field.
- Creative Computing - an opportunity to learn code, make games, write programs to create art, and design apps.

5.6 Events & Institute Achievements (Cont'd.)

- Games Development—an opportunity to learn how to code, makes games and discover the fundamentals of game development.

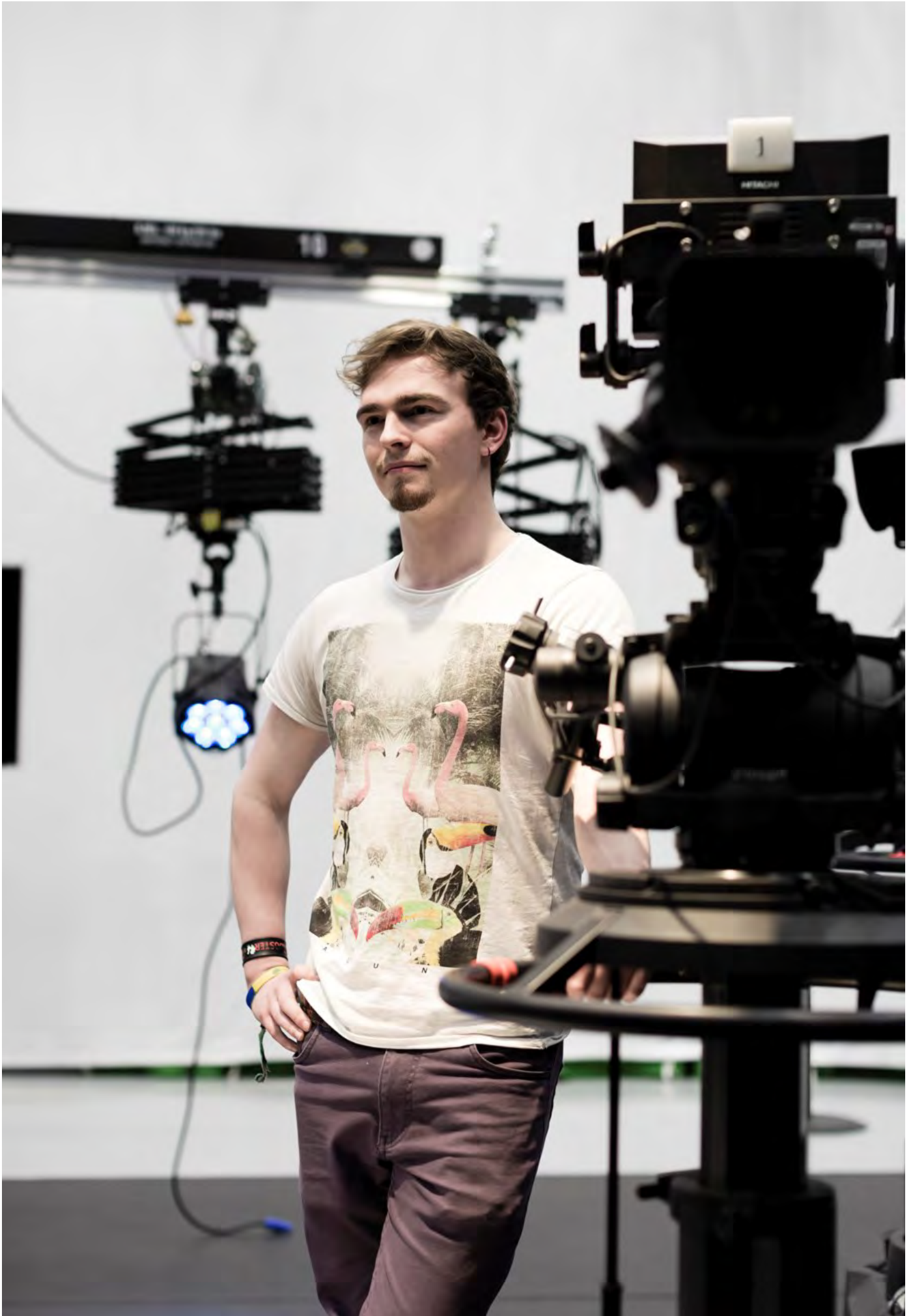
Enactus Social Enterprise Competition (June 2023)

The Enactus Competition aims to empower third level students to become the socially conscious leaders of tomorrow, and to enact positive social change using social entrepreneurial business models. IADT came joint third in the Enactus Ireland finals. The Institute also won the “Spirit of Enactus Award for dedication to the Enactus social enterprise programme over the years.

New Tertiary Degree with Bray FE & Ballyfermot FE (July 2023)

On 7th July 2023, Simon Harris TD, Minister for Further & Higher Education, Research, Innovation & Science (FHERIS) announced

the launch of twenty-three new tertiary degree programmes for the academic year 2023/2024. Established by the Dept. of FHERIS, the National Tertiary Office (NTO) was tasked with the development of new progressive pathways through further education to higher education. IADT led a cluster across CDETB and KWETB that saw staff from Bray FE and Ballyfermot FE work closely with subject experts in Technology, Film and Media Production at IADT and external experts to realise the new tertiary course in Immersive Media Production. Applications for the tertiary degree programmes will be made via the NTO.





5.7 Marketing

During the academic year 2022/2023, 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. IADT's website is a key marketing tool, and the first point of contact for many prospective students. During 2022/2023, Marketing staff developed a calendar of

events to promote IADT's courses, which included:

- Campus Tours (ongoing)
- Higher Options (September)
- Open Days (November & April)
- Schools Programme (ongoing)
- Social & Digital (ongoing)
- Spotlight Sessions (January & May)
- Student Ambassadors (September)

In January 2023, the Marketing Office launched Spotlight Sessions for all CAO courses. Over 1,000 students registered for cross-Faculty presentations including staff and student discussions and guest speakers.

- ⇒ Postgraduate Recruitment — during 2022/2023, the Marketing Office ran an extensive postgraduate campaign, including course specific content across social media and requesting partners to report our content. The campaign reach was: 37,049 for Facebook, 24,211 for Instagram, and 22,108 for X.
- ⇒ On Show 2023 — the Marketing Office supported IADT's annual Graduate Exhibition with a



5.7 Marketing (Cont'd.)

comprehensive campaign, including social and digital, online Exhibition portal, event management and branding. In addition, the Marketing Office worked with Dún Laoghaire-Rathdown County Council to showcase a selection of works from IADT's Graduate Exhibition in the grounds of the Lexicon Library from June to the end of August 2023.

• Enhancing Digital

During 2022/2023, the Marketing Office ran the following campaigns:

- ⇒ Change of Mind— CAO Recruitment campaign which runs from October to June; channels used are IADT's website, Facebook, Instagram, TikTok, YouTube, Google Display, Radio and Email Marketing.
- ⇒ Radio Campaign— Open Days featured on FM104, East Coast FM, and Spin from 10th to 22nd November, 1st to 15th March, and 16th May to 10th June.

⇒ Cinema Campaign— the IADT cinema advertisement was developed to showcase the IADT story to secondary school students in cinemas around South Dublin and North Wicklow, and ran from 25th March to 5th April 2023, seen by an audience of 94,270.

⇒ Email Campaign — each year a newsletter is sent to all CAO applicants, schools and students who attended the Open Day, Higher Options, and Spotlight Sessions (approximately 4,000 students).

⇒ Social Media Campaigns — these included advertising on platforms such as Meta, TikTok, Google, YouTube, etc.

⇒ Publications — the Marketing Office produces the following cohesive and connected promotional materials and publications on an annual basis: Prospectus, Portfolio Guidelines, Student Handbook, Learner Charter, School Posters, Postgraduate Collateral, CAO Postcard etc.



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.

In November 2019, the National Development Finance Agency (NDFA) and the Higher Education Authority carried out a tender process for the Project Team. A preferred tenderer (Enbarr Partnership) was identified in September 2020, and a contract with them was signed in December 2022. On 2nd January 2023, the PPP Co Works Contractor (JJ Rhatigan) took possession of the site on IADT's campus. During 2022/2023, construction work progressed well, with the project due to be completed by 20th January 2025.

When completed, the project will deliver an additional 7,208 sq.m. of floor space, and the

building will accommodate 920 students in class spaces, 345 students in collaborative/ social seating spaces across all floors, as well as 600 people in the restaurant.

5.9 Energy Management Report

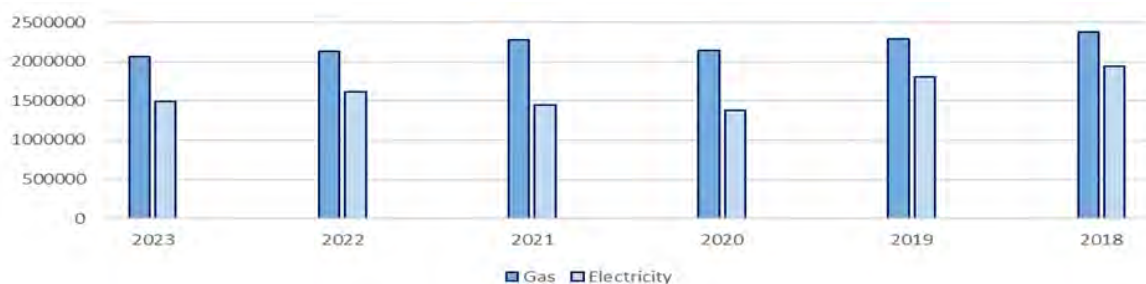
5.8.2 Carnegie Library

On 6th December 2022, IADT signed a Memorandum of Understanding and Licence Agreement with Dún Laoghaire Rathdown County Council (DLRCOCO) to enable the Institute to occupy the Carnegie Library and Library Road buildings in Dún Laoghaire. During 2023, DLRCOCO began the preparation of the offices for occupancy by IADT staff in late 2023/early 2024.

5.9.1 Energy Awareness Campaign

During 2022/2023, IADT continued its partnership with the OPW Optimising Power at Work campaign, and held an Energy Awareness Day on 11th March 2023. The focus was primarily on raising awareness on how to conserve energy.

Energy Use kWh	2023	2022	2021	2020	2019	2018
Gas	2068000	2130000	2275788	2147267	2286567	2379600
Electricity	1488000	1620000	1445687	1381857	1809565	1939692



5.9.1 Energy Awareness Campaign (Cont'd.)

Energy Usage continues to be metered and monitored on a monthly basis with actions taken to reduce the consumption on campus as a result. During the academic year, notices issued to staff requesting the removal of any unauthorised plug-in equipment and to shutdown/unplug authorised electrical equipment outside of hours where possible in order to encourage a reduction energy consumption across the campus.

5.9.2 Energy Consumption

During the academic year 2022/2023, electricity consumption was approximately 1,488 MWh, a reduction by 21% from the baseline year of 2018/2019. Gas consumption during 2022/2023 was approximately 2,068 MWh, a reduction by 17% from the baseline year of 2018/2019. The Institute's total energy consumption for 2022/2023 was reduced by 12% from the previous academic year.

5.9.3 Climate Action Roadmap

In March 2023, IADT's Climate Action Roadmap was agreed by the Institute's

Executive Team, and approved by the Governing Body on 10th May 2023. The Climate Action Roadmap is a document produced by all public sector bodies, which communicates how each public body aims to meet the requirements of the Climate Action Mandate 2022 (the Mandate) and reach its 2030 carbon and energy efficiency targets. In June 2023, the Institute engaged, the assistance of Liam McKenna from Mazars, to support IADT on progressing work to meet obligations under Sustainability and Climate Action.

5.9.4 Biodiversity on Campus

During 2022/2023, the Estates & Facilities Office co-ordinated the wilding of two grass areas including a grass pathway to the front of the campus, in order to enhance ecology, biodiversity and pollination.

5.9.5 Student & Staff Experience

The Estates & Facilities Office continued its engagement with staff and students during the academic year 2022/2023 to improve their experience on campus. This resulted in

5.9.5 Student & Staff Experience (Cont'd.)

a number of projects that were co-ordinated and implemented, including:

- Student Garden raised bed area constructed and prepared for planting by the students through the N-TUTORR scheme.
- Giant chess set was procured and setup in the Quad courtyard for use by all.
- Provision of an outdoor gym was procured with a planned installation on campus in early 2024.
- Provision of a new Students' Union Welfare space for private consultations in the Quadrangle building.
- Ongoing engagement with N-TUTORR team on suitable location of booths/pods currently being procured.
- Provision of a Microwave Station in Atrium seating area to support students.
- Installation of a door air curtain over the main Atrium entrance to counteract outdoor air draughts in the seating area.
- Patching and painting of corridor walls and doors in the Quad and Atrium buildings throughout 2023.
- Refreshes of Media Cube units for new tenant's February/March 2023.
- Repair and replacement of manhole covers in Quadrangle Building courtyard in March 2023.
- Survey and repair work carried out to address leaks from the roof of Atrium building to various rooms on 2nd floor was completed during the summer of 2023.
- Yearly Mechanical maintenance service was completed in July 2023.
- Quarterly Fire alarm and Emergency Lighting maintenance services were completed throughout 2023.
- Quarterly Lift maintenance services completed throughout 2023.
- Repairs carried out on a number of fire doors throughout the campus.
- Re-upholstery of Furniture in the Atrium ground floor during the summer of 2023.

5.9.6 Minor Works

During 2022/2023, the following minor works were undertaken:

5.9.5 Minor Works (Cont'd.)

- Deep Clean of the Internals of the Campus during the summer of 2023.
- Painting Exterior of 3D Studios and Electrical Substations during the summer of 2023.
- Refresh of campus pathways and extension of pedestrian path to Blackrock Education Centre.
- New pathway connection installed to pedestrian lights on Kill Avenue.
- Super graphics were updated and replaced in Quadrangle Building staircases.

5.10 Safety Management

5.10.1 Health & Safety Training

During the academic year 2022/2023, relevant staff members attended the following safety courses (held both virtually and in person):

- Safetalk Suicide Awareness Training (September 2022)
- Breast Health Awareness Training (October 2022)
- Manual Handling (November 2022)
- Fire Safety Training for Estates & Facilities Office staff members (April 2023)

- Fire Marshall Training (May 2023)
- Cancer Prevention webinar (June 2023)

In addition, as part of the National Workplace Wellbeing Day on 28th April, 2023, a number of online webinars were offered to staff members including:

- How to Take Control of your Week
- Mental Health Judgement in the Workplace
- Mindfulness at Work
- How to Eat to be 100
- Kickstart your Wellbeing

5.10.2 Fire Safety & Fire Drills/Alarm Activations

On 27th April 2023, Fire Drills were carried out in the Atrium, Quadrangle and NFS Buildings; and in the Media Cube Buildings on 19th July 2023.

During the academic year 2022/2023, a total of eight fire alarm activations occurred: four of which were due to faulty smoke detectors; one was triggered by contractors working on campus, and three were the activation of smoke detectors. The Fire Brigade attended on campus on six of these occasions.

In addition, weekly fire alarm system testing commenced in order to verify it is operating

5.10.2 Fire Safety & Fire Drills/Alarm Activations (Cont'd.)

correctly, as per the legislation. During 2022/2023, a notice was issued to all staff and students advising that charging and storage of e-scooters and e-bikes is forbidden within campus buildings due to the significant risk of potential fire and explosion source (lithium-ion batteries and chargers)

5.10.3 Statutory Accident & Incident Reporting

During the academic year 2022/2023, eight accidents occurred on IADT's campus, and one accident occurred off-campus. The injured parties were treated onsite, or in the Accident & Emergency Department. None of the accidents required reporting to the Health & Safety Authority. No reportable incidents occurred on campus during 2022/2023.

5.10.4 Safety Statement

The statutory Safety Statement was reviewed and updated in November 2022 and February 2023.



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 2023:

Staff Category	2022/2023
• Academic	124
• Central Administrative and Services	73
• Technical Support	<u>18</u>
Total	215

The above WTE totals equate to a staff headcount of 357. In addition to above, the Institute employs a total of 59 WTE Research staff members.

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 2022/2023 the ceiling for IADT was 240.7 WTEs in respect of core funded posts.

6.2 Equality & Diversity

6.2.1 Governance & Oversight

The Institute recognises that our governance and decision-making structures should influence - and drive progress in – equality, diversity and inclusion (EDI) for students and

staff and our wider community of stakeholders. To this end, a number of groups have been established to assist IADT in its duties of promoting EDI, human rights, and dignity and respect:

- **EDI Committee** - in December 2020, the IADT Governing Body approved the reconstitution of the EDI Committee (formerly the Athena Swan Committee). The purpose of the EDI Committee is to assist the Governing Body in fulfilling its oversight responsibilities in ensuring a good governance structure and to provide leadership and accountability for EDI in all aspects of the Institute's activities. It meets at least twice per academic year and is chaired by an external member of the Governing Body. Members include Governing Body representatives, an external member, three staff members, the President, the EDI Manager, the IADTSU Welfare & Equality Office, and two student representatives (one from each Faculty).
- **Athena Swan Self-Assessment Team (SAT)** - The Athena Swan SAT drives the implementation of the Athena Swan Charter in the Institute. The SAT includes representation from Academic Staff and

6.2.1 Governance & Oversight (Cont'd.)

PMASS Staff and broadly reflects the gender profile of employees. IADTSU Officers represent the student body. The SAT reports biannually to the EDI Manager also provides a monthly report on the implementation of Athena Swan actions to IADT's Executive and Central Management Team.

- **IADT Promoting Consent & Preventing Sexual Violence (PROPEL) Working Group** - in line with with national requirements, the IADT PROPEL Working Group is working to implement the Framework for Consent and Ending Sexual Violence and Harassment in HEIs Implementation Plan, 2022-2024. Membership includes: IADT Academic Staff (one from each Faculty), PMASS Staff in student-facing roles, EDI, IADTSU, HR, and the National Women's Council (NWC) as the external representative. The Working Group reports biannually to the EDI Committee of Governing Body via the EDI Manager (PROPEL Chair).
- **EDI Implications Reporting** - since 2019, EDI has been included as a standing agenda item for IADT's key leadership structures and committees. This provides chairs and members with an

opportunity to look back at the decisions made during the meeting and to note any issues related to EDI/Access. Critical issues are flagged by the EDI Manager and reported to the President every three months. The EDI Committee of IADT's Governing Body receives a biannual report on this process, including outstanding items.

6.2.2 Athena SWAN Charter

In September 2022, the Institute was awarded Athena Swan Bronze accreditation following a successful application in June 2022. Applications are reviewed by an external panel of peers in the Irish higher education sector and overseen by Advance HE.

Significantly, IADT was the first HEI in Ireland to achieve an award under the new Athena Swan Charter principles for Ireland. Published in 2021 following a national consultation, the new Charter offers a framework for progressing equality in higher education and research institutions that is unique to Ireland. The objective is to support impactful and sustainable gender equality work for staff and students and to build capacity for evidence-based equality initiatives across additional equality grounds enshrined in Irish legislation.

6.2.2 Athena SWAN Charter (Cont'd.)

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.

As of June 2023, the implementation status of the EDI Action Plan is detailed below:

- 2% (2) of the actions have been successfully completed;
- 50% (42) of actions are ongoing, or in progress;
- 26% (22) of the actions are scheduled for completion in 2023/2024;
- 21% (18) of the actions are planned for a later date.

The EDI Committee of Governing Body receives biannual progress reports from the EDI Manager. The Action Plan for Athena Swan satisfies the EDI requirements of the European Commission, the HEA and all major research funding agencies in Ireland.

6.2.3 Anti-Racism/Race Equality

In March 2023, IADT was one of the first HEIs sign up to the HEA's Anti-Racism Principles for Irish HEIs. Based on the findings of the first National Race Equality Survey of all HEIs, the Anti-Racism Principles aim to harness the power that Irish HEIs have as leaders of positive change in society to challenge racism and race inequality. Irish colleges have seen a growth in the ethnic diversity of their staff and students, reflective of the diversity in Ireland's population, and these Principles seek to embed a culture of race equality across higher education.

6.2.4 Promoting Consent and Ending Sexual Violence and Harassment (ESVH)

Several actions were progressed in this area during 2022/2023, including:

- The drafting of a new IADT Dignity & Respect Policy and Procedures;
- Consent workshops were made available to all Y1 students during class time;
- The first annual HEA Return of SVH reports from staff and students was made;
- The provision of *Speak Out* data for the tool's first national report;

6.2.4 Promoting Consent and ES VH (Cont'd.)

- The Institute participated in the in the *#unmuteconsent* campaign in 2022/23; the initiative made use of animated videos created by IADT students for the 'Moving Parts' project.

6.2.5 Equality, Diversity & Inclusion Events 2022/2023

A number of EDI-related events were held during 2022/2023, including:

- **International Men's Day** - Organised by EDI units in the institutions, male leaders across the technological higher education sector in Ireland came together to discuss Why Gender Equality is for Men too in a podcast released to mark International Men's Day on November 19th 2022.

The podcast was hosted by Dr Ross Woods, Head of the Centre of Excellence for EDI at the HEA. He was joined by David Denieffe, VP Academic Affairs Student Life, Teaching and Learning (SETU), David Smith, President of IADT, Michael Loftus, VP External Affairs (MTU), Dr Liam Brown, VP Research Development & Innovation (TUS), Dr Martin McHugh, Head of the Department of Visual and Human-Centred Computing (Dundalk I.T.), and Dr Philip Owende,

Assistant Head of Academic Affairs (TU Dublin).

- **Irish Sign Language (ISL) Training** - sixteen members of IADT staff completed an eight-week ISL Basic Training course in Term 2 of the academic year 2022/2023.
- **International Women's Day** - To mark International Women's Day on March 8th 2023, IADT hosted a panel of recently funded institutional research projects focusing on women's lives and gender equality in different settings.

The speakers included:

- ⇒ *FAHM - Feminist Art Making Histories* - Dr Tina Kinsella & Dr Martina Mullaney;
- ⇒ *INGENIC - The Collective Voice for Gender Equality in Computing/ Young Women in Computing* - Anne Wright;
- ⇒ *EDIFY-EDU* - Dr Audrey Stenson;
- ⇒ *Working Women and the Menopause: The Impact of Menopause on Careers in the HE Sector in Ireland* - Paula Maher.
- **Race Equality Training** - in April 2023, all members of the Institute's Executive and Central Management Team completed Mandatory Race and Equality training

6.2.5 Equality, Diversity & Inclusion Events 2022/2023 (Cont'd.)

tailored to a higher education context. The training was provided by an external expert Dr Lucy Michael and her team.

- **Menopause in the Workplace Colloquium** - a colloquium on Menopause in the Workplace was held in the Lexicon Library, Dún Laoghaire, on 28th April 2023. IADT research assistant Paula Maher presented findings from the HEA funded study, *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*. Carrying out focus groups, the research examined the lived experience of women going through the menopause working in a sample of three HEIs.
- **IADT Queer Staff Network** - the IADT Queer Staff Network (QSN) was launched on 8th June 2023. The QSN is open to LGBTQIA+ staff and allies. It is a member of the All Island HEI LGBT+ Staff Networks, currently chaired by Trinity College Dublin.

6.2.6 Gender Statistics as of 31 August 2023

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

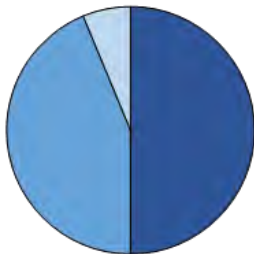
that they may face a range of specific issues, including conscious and unconscious bias, sexism, additional responsibilities as carers and inappropriate behaviour. IADT has publicly stated a commitment to a diverse campus, to promote opportunities to all and to targeted intervention, specifically around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

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

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

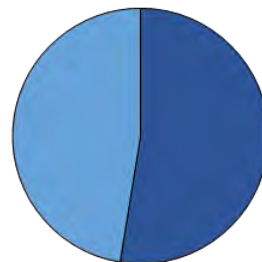
6.2.6 Gender Statistics as of 31 August 2023

Governing Body



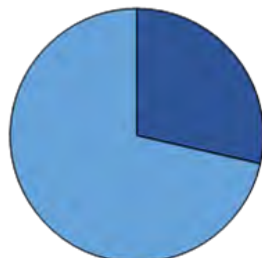
Female 7 (44%)
Male 8 (50%)
Not Specified 1 (6%)

All Staff members (WTE)



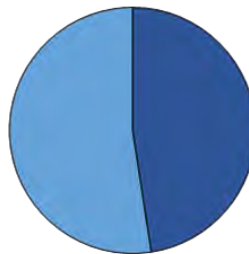
Female 113 (53%)
Male 102 (47%)

Executive Team



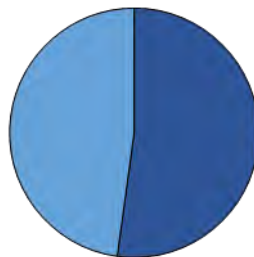
Female 2 (29%)
Male 5 (71%)

Academic Staff Members (WTE)



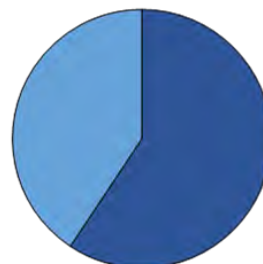
Female 59 (48%)
Male 65 (52%)

Management Team



Female 12 (52%)
Male 11 (48%)

Professional, Management & Support Staff Members (WTE)



Female 54 (59%)
Male 37 (41%)

6.2.7 Gender Pay Gap Reporting

The Gender Pay Gap Information Act 2021 came into effect in July 2021. The key requirements of the legislation are:

- **Reporting Obligation:** Employers are required to report on the gender pay gap within their organisations. This includes calculating and publishing differences in pay between male and female employees.
 - **Threshold for Reporting:** Initially, the reporting requirements applied to the organisations with 250 or more employees. This threshold will reduce over time, eventually extending to organisations with 50 or more employees.
 - **Data to be Reported:** Employers must report on:
 - ⇒ The mean and median gap in hourly pay between male and female employees.
 - ⇒ The mean and median gap in bonus pay.
 - ⇒ The proportion of males and females receiving bonuses.
 - ⇒ The proportion of males and females receiving benefits in kind.
- ⇒ The proportions of male and female employees in the lower, lower middle, upper middle, and upper quartile pay bands.
- **Publication of Information:** Employers must publish the gender pay gap information on their website, or in another publicly accessible manner. They must also provide a narrative explaining the figures and outlining the measures they are taking to address the gender pay gap.
 - **Analysis and Action Plans:** Employers are encouraged to analyse the reasons behind their gender pay gaps and develop action plans to address any disparities. Although the development of an action plan is not strictly mandated, it is recommended as good practice.
 - **Frequency of Reporting:** Reporting is to be conducted annually.
 - **Enforcement and Compliance:** The Irish Human Rights and Equality Commission (IHREC) is responsible for enforcing the legislation. Non-compliance can lead to investigations and possible sanctions.

6.2.7 Gender Pay Gap Reporting (Cont'd.)

IADT is engaged in several strategies aimed at improving gender representation in the Institute, which will have an impact on the Gender Pay Gap. The Institute is also prioritising work on additional equality grounds, with a particular focus on race, ethnicity, and disability.

The calculation of the Institute's gender pay gap metrics is set out in the "Guidelines for Gender Pay Gap Information Act 2021 - Updated Guidance Note for Employers on Reporting in 2022". Based on these calculations, the Mean Gender Pay Gap for the entire IADT staff is:

Mean Gender Pay Gap %	Median Gender Pay Gap %
8.7%	12.7%

IADT compares favourably to national benchmarks; data from Ireland in 2019 showed a gender pay gap of 11.3% (Eurostat, 2021).

The mean and median gap in hourly pay of part-time male and female employees at IADT is:

Mean Gender Pay Gap %	Median Gender Pay Gap %
7.9%	15.1%

The mean and median gap in hourly pay of temporary male and female employees at IADT is:

Mean Gender Pay Gap %	Median Gender Pay Gap %
-0.9%	0%

The proportions of male and female employees in the lower, lower middle, upper middle and upper quartile pay bands at IADT:

Quartile	Male	Female
A (Upper)	50%	50%
B (Upper Middle)	47%	53%
C (Lower Middle)	44%	56%
D (Lower)	45%	55%

The complete Gender Pay Gap Report is contained on the Institute's Website.

6.3 Staff Achievements

6.3.1 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

- Continued to serve on the Advisory Board of the Kerry International Film Festival.
- Continued to serve on the Board of the Everyman Theatre in Cork.
- Continued to serve on the Council of the RDS, and to the Committee of the Arts.
- Chaired a number of Programme Validation Panels for other institutions on behalf of QQI.

Bernard Mullarkey

- Chairperson of the THEA HR Forum.
- Member of Media and Learning Association IVZW (Belgium) Board
- Member of IBEC Greater Dublin Regional Executive Committee
- Member of the Creative Futures Academy Finance Committee.



6.3.2 Faculty of Film, Art & Creative Technologies (FACT) Staff Members

Conor Brennan

- Awarded Erasmus+ Design Measures funding of €55,000, for the creation of an application for a new Erasmus Mundus Joint Masters degree in Sound (Sept. 2022).
- Led an international team of academics from Lusófona University (Portugal), LUCA School of Arts (Belgium), and Aalto University (Finland) in a submission of an application for Erasmus+ funding (€4.4M) for a new Masters in Videogames (Re_Play) as part of FilmEU (July 2023).

Dr Clodagh Emoe

- ‘We Are and Are Not, 2015’ an immersive video installation as part of a group exhibition at The Model, Sligo (October 2022—January 2023).

Dr Andrew Errity

- ‘An Evolutionary Mismatch: Designing resistance against the exploitation of our primitive minds by technology’ at the Irish Human Computer Interaction Symposium, Ulster University (October 2022—January 2023).

Dr Olivia Hurley

- ‘The What, Where and Why of Sport Psychology’ delivered at the PSI/NIBPS Careers in Psychology Conference, NCI, Dublin (March 2023).

John Greaney

- ‘Creative Self-Efficacy of Psychology Students’ delivered at the Northern Ireland British Psychological Society Virtual Conference 2022, Belfast (October 2022).

Mark Joyce

- ‘The Narrow Gate of the here and now—The Anthropocene’ exhibition at the Irish Museum of Modern Art, Dublin (November 2022).
- ‘Countermovement’, mural commission as part of Abstraction Now, at the RHA Gallery, Dublin (December 2022).
- Curated Mata Irlandia 2023, exhibition of five emergent Irish Artists in the World Trade Centre, Jakarta, Indonesia, facilitated by ISA Art Agency, commissioned by the Embassy of Ireland in Indonesia for St. Patrick’s Festival, and funded by Culture Ireland (March/April 2023).

Mark Joyce (Cont'd.)

- 'Bending Light', solo exhibition at Damer House, Roscrea (June 2023)
- 'Ballinglen Biennale' exhibition at the Ballinglen Museum, Mayo (August 2023).

Dr Linda King

- Panel Contributor to The Harp, a panel discussion on the semiotics of Irish Identity, *Culture File*, Lyric FM (Dec. 2022).
- 'Irish Mythologies and Visual Culture', delivered at the Digital Mythologies: National Identity Symposium, IADT (March 2023).
- "Decolonising the Panorama of Congo: A Virtual Heritage Artistic Research", delivered at FilmEU RIT, Lisbon (June 2023).
- Continued to be a regular contributor to the Dave Fanning Show, 2FM on design and popular culture.
- Appointed to the Historical Studies Committee at the Royal Irish Academy.
- Continued as an Expert Advisor to the Changing Ireland Galleries, National Museum of Ireland.

- Continued as a member of the Board of the National Museum of Ireland.
- Continued as co-Principal Investigator of the Digital Mythologies, Erasmus+ project.
- Continued as IADT's Senior Researcher for FilmEU Congo VR research project.
- Continued as IADT's representative for ELIA.

Joachim Pietsch

- External Examiner for BSc (Hons) Interactive Digital Art and Design, SETU (2023).
- 'Artistic Research in VR' delivered at the FilmEU Doctoral Symposium, Lusafona University, Portugal (March 2023).

Steve Woods

- Received the Mukrami Animation Award at the Dingle Animation Festival (March 2023).

During the academic year 2022/2023, a number of staff members in the Faculty of FACT had publications, including:

- Dr Olivia Hurley
- Dr Linda King

6.3.3 Faculty of Enterprise & Humanities Staff Members

Dr Josephine Browne

- Member of Dublin Regional Skills Forum.
- 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 Therese Moylan

- Board Member of the Nutgrove Community Enterprise Centre
- Chair of the Nutgrove Endowment Committee
- Member of the Pavilion Theatre Board
- Vice President Ireland of European Council for Small Business and Entrepreneurship.
- Co-organiser of the Symposium on Entrepreneurship in Education, TU Dublin (Nov. 2022)

- External Examiner for Springboard Entrepreneurship suite of programmes, TU Dublin.
- ‘Female Entrepreneurs: We need to talk about the menopause’, joint paper with Dr Josephine Browne, and Dr Sharon McGreevy, at the Diana Conference, Boston, USA (June 2023).

Eva Perez

- ‘Research Trends in the Use of Social Media as a Teaching and Learning Tool in Higher Education: Content and Bibliometric Analysis’, delivered at the 15th Annual International Conference in Education, Research & Innovation, Seville, Spain (November 2022)
- ‘A Systematic Review of Social Media as a Teaching and Learning Tool in Higher Education: A Theoretical Grounding Perspective’, delivered at the Postgraduate Research Conference, Breakthrough Insights in Education, Trinity College Dublin (May 2023).

During the academic year 2022/2023, a number of staff members in the Faculty of Enterprise & Humanities had publications, including:

- Dr Therese Moylan
- Eva Perez



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 20th May 2024. An abridged version of the financial statements for the year ended 31st August 2023 is set out below.

7.2 Abridged Financial Statements 2022/2023

Statement of Comprehensive Income for the year ended 31st August 2023

	2023 €000	2022 €000
Income		
State Grant	13,669	12,375
Tuition Fees	8,573	9,090
Amortisation of Deferred Capital Grants	1,847	1,737
Research Grants and Contracts	3,240	1,905
Student Support Funding Income Recognised	260	319
Interest Income	81	0
Deferred Pension Funding	5,259	5,982
Other Income	<u>1,155</u>	<u>1,053</u>
	<u>34,084</u>	<u>32,461</u>
Expenditure		
Staff Costs	19,947	18,037
Retirement Benefit Cost	5,259	5,982
Other Operating Expenses	7,502	6,409
Depreciation	<u>1,847</u>	<u>1,737</u>
	<u>34,555</u>	<u>32,165</u>
Operating (Deficit)/Surplus	<u>(471)</u>	<u>296</u>
Transfer to Capital Projects	<u>(406)</u>	<u>(395)</u>
Total Deficit	<u>(877)</u>	<u>(99)</u>
Reduction in Pension Liabilities arising from Retirements in the Year	1,880	3,921
Changes in Assumptions underlying the Present Value of Retirement Benefit Obligations	<u>6,459</u>	<u>28,474</u>
Total Actuarial Gains in the Year	<u>8,339</u>	<u>32,395</u>
Adjustment to Deferred Retirement Benefits Funding	<u>(8,339)</u>	<u>(32,395)</u>
Total Comprehensive Loss	<u>(877)</u>	<u>(99)</u>

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

Signed on behalf of the Governing Body



David Holohan
Chairperson

Date: 16/05/2024



David Smith
President

Date: 16/05/2024

Statement of Changes in Reserves and Capital Account for the year ended 31st August 2023

	Capital Account €000	Capital Development Reserve €000	Revenue Reserve €000	Total €000
At 1 September 2021	<u>37,650</u>	<u>4,000</u>	<u>6,000</u>	<u>47,657</u>
Operating Deficit	0	0	296	296
Allocated from Recurrent Grant	423	0	(395)	28
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	<u>(1,737)</u>	<u>0</u>	<u>0</u>	<u>(1,737)</u>
Movement for the Year	<u>671</u>	<u>0</u>	<u>(99)</u>	<u>572</u>
At 31 August 2022	<u>38,321</u>	<u>4,000</u>	<u>5,908</u>	<u>48,229</u>
Operating Surplus	0	0	(471)	(471)
Allocated from Recurrent Grant	544	0	(406)	138
Allocated from Capital Grant	17	0	0	17
Allocated from Minor Works Grant	605	0	0	605
Allocated from Project Income	244	0	0	244
Amortisation in line with Asset Depreciation	<u>(1,847)</u>	<u>0</u>	<u>0</u>	<u>(1,847)</u>
Movement for the Year	<u>(437)</u>	<u>0</u>	<u>(877)</u>	<u>(1,314)</u>
At 31 August 2023	<u>37,844</u>	<u>4,000</u>	<u>5,031</u>	<u>46,915</u>

Signed on behalf of the Governing Body



David Holohan
Chairperson



David Smith
President

Date: 16/05/2024

Date: 16/05/2024

Statement of Financial Position as at 31st August 2023

	2023	2022
	€000	€000
Noncurrent Assets		
Property, Plant and Equipment	<u>37,884</u>	<u>38,321</u>
Current Assets		
Receivables	943	868
Cash and Cash Equivalents	<u>14,985</u>	<u>14,752</u>
	15,928	15,620
Payables		
Amounts falling due within one year	<u>(6,897)</u>	<u>(5,712)</u>
Net Current Assets	<u>9,031</u>	<u>9,908</u>
Retirement Benefits		
Retirement Benefit Obligations	(67,700)	(69,895)
Deferred Retirement Benefit Funding Asset	<u>67,700</u>	<u>69,895</u>
Total Net Assets	<u><u>46,915</u></u>	<u><u>48,229</u></u>
Represented by:		
Capital Account	37,884	38,321
Capital Development Reserve	4,000	4,000
Revenue Reserve	<u>5,031</u>	<u>5,908</u>
	<u><u>46,915</u></u>	<u><u>48,229</u></u>

Signed on behalf of the Governing Body



David Holohan
Chairperson



David Smith
President

Date: 08/05/2024

Date: 08/05/2024

Statement of Cash Flows for the year ended 31st August 2023

	2023	2022
	€000	€000
Net Cash Flow from Operating Activities		
Operating Deficit	(471)	296
Interest Income	(81)	0
Depreciation	1,847	1,737
Amortisation of Deferred Capital Grants	(1,847)	(1,737)
Increase in Debtors	(75)	(576)
Increase in Creditors	<u>1,185</u>	<u>1,713</u>
Net Cash Inflow from Operating Activities	<u>558</u>	<u>1,433</u>
Cash Flows from Financing Activities		
Interest Received	<u>81</u>	<u>81</u>
Cash Flows from Investing Activities		
Payments to acquire Property, Plant and Equipment	<u>(1,410)</u>	<u>(2,408)</u>
Cash Flows from Financing		
State Recurrent Grants spent on Property, Plant and Equipment	138	28
State Capital Grants spent on Property, Plant and Equipment	17	525
State Minor Works Grant spent on Property, Plant and Equipment	605	1,400
Other Funds spent on Property, Plant and Equipment	<u>224</u>	<u>60</u>
Net Cash Inflow from Financing	<u>1,004</u>	<u>2,013</u>
Net Increase in Cash and Cash Equivalents	233	1,038
Cash and Cash Equivalents at 1 September	<u>14,752</u>	<u>13,714</u>
Cash and Cash Equivalents at 31 August	<u><u>14,985</u></u>	<u><u>14,752</u></u>

Signed on behalf of the Governing Body



David Holohan
Chairperson



David Smith
President

Date: 08/05/2024

Date: 08/05/2024

