



LIT

ACTIVE LEADERSHIP IN
EDUCATION, ENTERPRISE
AND ENGAGEMENT

Annual Report 2013/2014



This is the Annual Report of the
Limerick Institute of Technology

The Annual Report covers the period
1st September 2013 to 31st August 2014



LIT

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AND ENGAGEMENT

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2013/2014

www.lit.ie



CONTENTS

Section 1:	Chairman's and President's Statements	4
Section 2:	Governance and Management	8
Section 3:	Academic Development and Student Affairs	26
Section 4:	International Activities – External Academic Links	68
Section 5:	Research Enterprise and Development	72
Section 6:	Campus Planning and Development	98
Section 7:	Human Resources Report	104
Section 8:	Financial Report	110
Section 9:	Equal Opportunities	116
Section 10:	News and Events	120
Appendix 1:	Student Statistics Retention and Completion	132



With over 6000 students, 550 staff and four campuses and three other centres spread across the mid west region, LIT is a major development resource.

CHAIRMAN'S & PRESIDENT'S STATEMENTS

01



Limerick Institute of Technology
Institiúil Teicneolaíochta Luimnigh



CHAIRMAN'S STATEMENT



Limerick Institute of Technology's annual report to the Minister for Education and Skills fulfils more than that of a formal role. It also presents LIT with an important opportunity for reflection on the relevance and scope of the activities of Ireland's fourth largest institute of technology and to recognise its accountability to a diverse range of stakeholders – to the students, of course, but also to the wider public whose taxes fund our activities and who rely on us to provide relevant education, training, research and enterprise development programmes and to industries, both local and national, who look to us for the skilled employees needed to support their development.

With over 6000 students, 550 staff and four campuses and three other centres spread across the mid west region, LIT is a major development resource. With annual operational and capital expenditure of over 55 million Euro (with payroll the largest item by far) LIT has an impact on the local economy equivalent to that of quite a large company; it is, indeed, one of the largest employers in the Limerick city area.

LIT's role in the management of the City of Culture project in 2014 illustrates how its commitment and contribution to the life of the region goes beyond that of the conventional view of the role of an educational institution. In a similar vein our scholarship programmes, which are funded by contributions for local companies, enable an increasing number of high potential young people to overcome the financial barriers to studying at LIT. We also have well developed plans to further opening up the facilities to local communities.

LIT is driven by a clear strategic view of the needs to which it will have to respond out to 2020 and our Campus Masterplan for infrastructural development extends to 2030. These perspectives attempt to anticipate the changing requirements of industry and of society more generally and the nature and the extent of the skills and physical facilities which LIT will have to deploy to ensure that our students develop the life and vocational capabilities demanded by a rapidly changing world. This strategic approach has enabled us to respond rapidly to opportunities that are arising as our economy and society begin to emerge from the crisis.

A central part of LIT's strategy is its' commitment to collaboration with the University of Limerick and with Mary Immaculate College within the Shannon Consortium which, after careful preparation between the three institutions, was formalised in a memorandum of understanding signed in 2014. The consortium is designed to enhance the combined offerings of its constituent bodies and to achieve better value for the tax payers' investment in them; it is part of our response to the improved relevance, efficiency and accountability being sought by the government from the entire higher education sector.

In keeping with the rest of state service, in recent years LIT has had to develop both the quantum and the quality of its services in the face of a considerable cutback of both capital and operational expenditure. I commend the management and staff of the Institute for their achievements in that environment and in maintaining their commitment to the continuous improvement of everything we do. I also thank the members of the Governing Body for their hard work and diligence in ensuring that high standards of governance are applied throughout LIT's diverse operations.

Niall Greene

Chair LIT Governing Body

PRESIDENT'S STATEMENT

LIT's strategy is to provide active leadership in education, enterprise and engagement. The hallmark of our educational philosophy is active learning through a fusion of theory and practice. We live up to that reputation every day: it is embedded in our teaching and learning approaches, our assessment methods, and, increasingly, in how we reconfigure our campuses and learning environments. Our students and our industry partners frequently tell us that they value the active learning ethos, and we score consistently well in student and graduate surveys across Ireland and the EU which measure key components such as practical application, perceived preparation for the workplace and how well students are supported. Our core educational provision in the broad discipline areas of Humanities and Arts, Social Science, Business and Law, Science, Information Technology, Engineering and Services is further complemented with significantly growing research, enterprise and engagement activity.

In the year under review, LIT progressed a number of key priorities:

- We registered over 1600 new students in first year and congratulated an equivalent number who graduated at our conferring ceremonies, including a growing number of postgraduates.
- We signed memoranda of understanding for closer collaboration with our principal partners in the sector and in the region: the University of Limerick and Mary Immaculate College, as well as Galway-Mayo Institute of Technology as part of the Western corridor.
- We strengthened our links and profile in the region, for instance through the secondment of our Head of School of Art and Design to lead the Limerick City of Culture project and our leadership of the stakeholder group that brought the Irish Technology Leaders Group (ITLG) Summit to Limerick, which was opened by President Higgins.
- We prepared a document for the HEA under its new funding regime, the "Compact", setting specific targets for a three-year period which are aligned with our existing strategic plan LIT Vision and Strategy to 2020. The HEA approved the LIT Compact in March 2014.
- We agreed a process for conducting an interim review of this strategic plan, updating and redefining where necessary.
- We progressed our Campus Masterplan and deepened our engagement with the city and the region, so that our capital development meets the needs of students and the community.

This Annual Report provides rich detail on these developments, and many more.

Dr. Maria Hinfelaar

President LIT



A Governing Body was appointed for the period September 2011 up to 31st August 2016. Nine ordinary meetings of this Governing Body were held during the year under review.

GOVERNANCE & MANAGEMENT



2.1 GOVERNING BODY

A Governing Body was appointed for the period September 2011 up to 31st August 2016. Nine ordinary meetings of this Governing Body were held during the year under review (2013-2014). In addition, four Audit subcommittee meetings, and four Strategy subcommittee meetings were held during the year under review. A new Finance subcommittee was established with two meetings being held in the year plus one joint meeting of the Finance Committee and the Audit Committee. Fees and/or expenses (including relevant fees for interview boards) paid to members of Governing Body for the year 2013-2014 were €9,459.75.

Members

28th September 2011 to 31st August 2016

Mr. John Clifford	Chair (to September 2013)
Niall Greene	Chair (from October 2013)
Dr. Maria Hinfelaar	President

Six V.E.C. Nominees under Section 4(1) (a) & (b) of Regional Technical Colleges (Amendment Act) 1994, IOT Act 2006.

Cllr. Maria Byrne	City of Limerick VEC – Amalgamated to form Limerick and Clare Education and Training Board as of 1st July 2013.
Cllr. Joe Leddin	City of Limerick VEC – Amalgamated to form Limerick and Clare Education and Training Board as of 1st July 2013.
Cllr. Mary Jackman (Vice-Chair)	Co. Limerick VEC – Amalgamated to form Limerick and Clare Education and Training Board as of 1st July 2013.
Mr. Michael Corley	Co. Clare VEC – Amalgamated to form Limerick and Clare Education and Training Board as of 1st July 2013.
Cllr. Micheál Lowry	Co. Tipperary N.R. VEC – Amalgamated to form Tipperary Education and Training Board as of 1st July 2013.
Ms. Fionuala Mc Geever	Co. Tipperary S.R. VEC – Amalgamated to form Tipperary Education and Training Board as of 1st July 2013.

Five Elected Nominees under Section 4(1) (c) (d) & (e) of Regional Technical Colleges (Amendment) Act 1994, IOT Act 2006.

Mr. Chris Walshe	Student (Male 2013-2014)
Ms. Lou Dennehy	Student (Female 2013-2014)
Ms. Ita Kavanagh	Academic Staff
Mr. Dáithí Sims	Academic Staff
Mr. Ger Hartigan	Non Academic Staff

One I.C.T.U. Nominee under Section 4(1) (f) of Regional Technical Colleges (Amendment) Act 1994, IOT Act 2006.

Mr. Seán Treacy	Irish Congress of Trade Unions

Five VEC Nominees under Section 4(1) (g) of Regional Technical Colleges (Amendment) Act 1994, IOT Act 2006.

Mr. Simon Moroney	Munster Council, Cumann Luthchleas Gael
Mr. Jim Nagle	Analog Devices
Dr. Kevin Kelleher	Health Service Executive
Ms. Margot Marsden	Enterprise Ireland
Ms. Paula Ryan	Institute of Certified Public Accountants

2.1.1 MEMBERSHIP OF SUBCOMMITTEES OF GOVERING BODY 2013-2014

AUDIT COMMITTEE

Cllr. Mary Jackman
(Chair to May 2014)
Ms. Paula Ryan
(Chair from May 2014)
Mr. Michael Corley
Mr. Simon Moroney
Mr. Seán Treacy

FINANCE COMMITTEE

Dr. Kevin Kelleher (Chair)
Dr. Maria Hinfelaar
Ms. Ita Kavanagh
Ms. Margot Marsden
Mr. Jim Nagle

STRATEGY COMMITTEE

Niall Greene (Chair)
Cllr. Maria Byrne
Mr. Ger Hartigan
Dr. Maria Hinfelaar
Dr. Kevin Kelleher
Cllr. Joe Leddin
Cllr. Micheál Lowry
Ms. Fionuala Mc Geever
Mr. Dáithí Sims

2.2 EXECUTIVE AND SENIOR MANAGEMENT

Executive Management

President
Vice-President Academic Affairs and Registrar
Vice-President Corporate Services and Capital Development
Vice-President Research Development and Enterprise
Vice-President Strategy and External Affairs
Head of School of Art and Design

Acting Head of School of Art and Design
Head of School of Business and Humanities
Acting Head of School of Business and Humanities
Head of School of the Built Environment
Head of School of Science, Engineering and Information Technology
Head of LIT Tipperary School

Dr. Maria Hinfelaar
Mr. Terry Twomey
Mr. Jimmy Browne
Dr. Fergal Barry
Mr. Michael O Connell
Mr. Mike Fitzpatrick 07/01/14 – 31/01/15
Secondment to the City of Culture
Mr. James Greenslade 23/05/14 – 31/01/15
Ms. Marian Duggan
Mr. Donnacha Mc Namara 05/11/13 – 04/06/14
Ms. Maria Kyne
Mr. Paschal Meehan
Mr. Colin Mc Lean

Senior Management

Head of School of Engineering
Head of Department of Fine Art
Head of Department of Design
Head of Department of Business Management
Acting Head of Department of Business Management
Head of Department of Humanities
Head of Department of Finance and Professional Studies
Head of Department of the Built Environment
Head of Department of Electrical and Electronic Engineering
Head of Department of Mechanical and Automobile Engineering
Head of Department of Information Technology
Head of Department of Applied Science
Head of Department of Business and Sport
Head of Department of Technology and Flexible Learning
Head of Research and Technology Transfer
Librarian
Academic Administration and Student Affairs Manager
Human Resources Manager
Finance Manager
Estates Manager
IT Manager
Marketing and Internationalisation Manager
Enterprise Development and Business Liaison Manager
Development Manager, LIT Tipperary Campuses
Assistant Registrar

Dr. Edward Hayes
Ms. Tracy Fahey
Mr. James Greenslade
Mr. Donnacha Mc Namara
Mr. Eoghan Sadlier 05/12/13 – 04/06/14
Dr. Catriona Murphy
Mr. James Collins
Mr. Pat Gill
Mr. Dáithi Sims
Dr. Philip Ryan
Ms. Janice O Connell
Ms. Michelle Mc Keon Bennett
Ms. Moya Breen
Mr. Seamus Hoyne
Dr. Siobhan Moane
Mr. Jerald Cavanagh
Ms. Linda Barry
Ms. Anne Twomey
Mr. Gerry O'Neill
Mr. Ultan Gogarty
Mr. Niall Corcoran
Mr. Mike Cox
Ms. Gillian Barry
Mr. Ciaran Lynch
Ms. Ann Murray

2.3 LIT INTERIM STRATEGY REVIEW

INTRODUCTION

LIT's vision, mission and remit are encapsulated in our motto active leadership in education, enterprise and engagement. We have a great deal to be proud of, as this snapshot of how our own students, graduates, employers and policymakers see us will demonstrate:

- LIT is a “self-aware, reflective and mature” institution (HEA comment on LIT's Compact, March 2014).
- LIT is the only Institute of Technology to date that has attained IOT of the Year status twice (Sunday Times University Guide, Ireland edition 2008 and 2012).
- LIT consistently scores better than sector averages for “practical course content, staff approachability and preparation for employability” (EU Student Barometer, each year since 2009). These scores were echoed in the first iteration of the Irish Survey of Student Engagement (ISSE) in 2014.
- LIT has a clearly articulated educational philosophy of active learning and “highly effective” quality systems, i.e. a score of 5 out of 5, uniquely in the sector under the institutional review process (HETAC/QQI).
- LIT's Campus Masterplan “has the perfect fit” with rejuvenation plans for Limerick City (Conn Murray, Chief Executive, Limerick Authorities, April 2014).
- LIT is recognised as a major catalyst for the resurgence of Limerick City.
- LIT's success both in attracting significant research and development funding as a lead project partner and in the number of requests which it receives to partner with others in project applications.

There is ample evidence to be found of the excellence achieved by our students, our staff and of course our graduates, such as external panel reports and structured feedback from employers. LIT has a proven track record of delivery for a wide range of stakeholders. This instils us with confidence, therefore, that there are good foundations to build on and that we can set the benchmark for others.

Three years since the launch of LIT Vision and Strategy to 2020, the time has come to conduct an interim review which is overseen by the Governing Body. The reasons for such a review are fivefold:

1. LIT has determined its position in the future higher education landscape as a strong, autonomous institution with deep collaborative links in particular with the University of Limerick and Mary Immaculate College as the regional cluster, widely known as the ‘Shannon Consortium’; this strategy has been formally approved by the Minister for Education and Skills and policymakers.
2. National strategy and policies for higher education are now far clearer than they were in 2011, with the publication of several key policies and projections and draft new legislation for the technological sector of higher education, as well as a new policy on Initial Teacher Education.

3. The integration process of the former Tipperary Institute into LIT, effected in 2011 with the development of the LIT Vision and Strategy to 2020 as a significant pillar, is now fully settled with the final phase of the academic integration model of larger multi-campus Faculties implemented from September 2014.

4. LIT has launched an ambitious Campus Masterplan to 2030, in close conjunction with the revitalisation plans for Limerick City under Limerick 2030 – if fully delivered this will be a true enabler for transforming our students' experience and learning environment, as well as a strong catalyst for engagement with our community. Capital development plans for the Tipperary campuses are also firmly embedded in the county's plans.

5. The HEA has implemented a new funding model, which includes a performance-based component (the “Compact”) that is dovetailed with institutional strategy; LIT's strategic goals and objectives align well with these agreed metrics and we have already been successful under the 2014 allocations. This achievement needs to be secured for the future.

Ireland is now entering a phase of sustainable economic recovery, coupled with a renewed sense of pride. Within our own region, there have been significant jobs announcements as a result of new FDI companies coming in, as well as expansion of the existing industry base. Such investment decisions were influenced by LIT's capability to develop programmes and supply graduates with the right skills and aptitudes. Our contribution to civic and cultural life is also very evident, such as the lead role we played in underpinning Limerick's status as the City of Culture for 2014 and our proactive contributions to Limerick's bid for European City of Culture status.

We will continue to be a major factor in creating the ecosystem for established industries and emerging innovators in the region. Our Enterprise Centres support hundreds of new companies creating new jobs, stretching from the Northside of Limerick, through Limerick City Centre, into County Tipperary – a unique geographical footprint that is being noticed nationally and internationally such as in the OECD project HEInnovate that reviewed our performance in May 2014. Our applied research and development activity is seamlessly connected with our enterprise centre clients, and is attracting levels of EU funding at the forefront of our sector.

In addition, LIT takes significant responsibility for enhancing flexible access routes into higher education to all sections of society – be they mature students looking to re-enter the labour market, first generation entrants from disadvantaged areas or students with a disability. LIT is at the upper end of HEA statistics for such designated groups, but more importantly, LIT has the ethos and the support systems to lend real meaning to the ‘equity of access’ ambition.

As a strong and autonomous institution with a clearly articulated educational philosophy understood by all, LIT is well placed to contribute to Ireland's social and human capital needs in every way. In doing so, LIT will meet the criteria for institutions in the technological sector (comprising IOTs and future Technological Universities) as set out in the National Strategy for Higher Education to 2030.

OUR MISSION AND REMIT

Limerick Institute of Technology is a higher education institution under the Institutes of Technology Act 2006, whose mission is to prepare learners for fulfilling and challenging futures, fostering the professional, intellectual, social, cultural and personal development of the individual. The hallmark of our educational philosophy is **active learning through a fusion of theory and practice**. We provide third and fourth level education, training and research, playing a pivotal role in the economic and socio-cultural development of our region.

LIT demonstrates **active leadership in education, enterprise and engagement**, with a strong focus on meeting skills needs (specialist as well as generic and citizenship skills). Our ethos is to provide excellent supports to students and to welcome diversity. Since the successful incorporation of the Tipperary Institute in 2011, LIT is a multi-campus institution with a wide geographic reach providing taught and research programmes for Limerick City and County, Tipperary and Clare as its primary catchment areas through six locations where taught and research programmes are offered. LIT also has seven enterprise incubation and acceleration centres, each with its own focus and profile and operating in collaboration with relevant agencies and private sector partners.

LIT Vision and Strategy to 2020 articulates goals placed into three domains. The section 'Academic Profile' covers the core services of teaching and learning, learner supports, library services and technology transfer (enterprise development and applied research and development). The section 'Institutional Sustainability' presents how support functions and resources (HR, Finance, Estates, Administration, IT) help LIT to deliver its strategic goals. The section 'The Environment' offers a framework for a continuous

analysis of our operating environment at the international, national, regional and sectoral levels. Following significant consultation with staff groups and external stakeholders, embedded plans with detailed objectives and KPIs were presented to the Governing Body by the academic departments and functional areas in 2012. The National Strategy for Higher Education to 2030 (published early 2011) and subsequent policies were referenced explicitly. Strategic planning, monitoring and review processes are therefore well established at LIT.

Our strategic vision is to continue to develop as an autonomous institute of technology with deep collaborative links particularly in our regional cluster, the Shannon Consortium, comprising LIT, the University of Limerick (UL) and Mary Immaculate College (MIC), in line with national policy objectives. We welcome the May 2013 Landscapes document launched by the Minister for Education and Skills where LIT's position is recognised and endorsed. LIT sees its future role as an ambitious, leading institution making a difference within the sector and the region. Our distinct mission and role is reinforced by specific outstanding achievements across the Institute which are profiled throughout this document.

We benchmark ourselves against international HEIs that are modelled on real-world learning, strong links with industry and the community in their regions and which play their part in widening participation. Benchmarking data, both quantitative and qualitative, are obtained from tools such as the Irish Survey of Student Engagement, the EU Student Barometer Survey and peer institutions with whom exchange of organisational know-how is taking place.

THE INTERIM REVIEW PROCESS

The review takes place in the context of LIT's mission and remit, as well as our institutional profile published by the HEA. Specific strategic goals in the *LIT Vision and Strategy to 2020* document are presented in sequence and cross-referenced with approved HEA Compact objectives and metrics. The baseline year is 2011/12 and the final targets agreed with the HEA are for end 2016. Performance on these targets is being tracked by LIT Executive Management and their teams in line with assigned responsibilities. There is a reporting line from the President to the Governing Body through the Strategy Subcommittee, in advance of performance reports being submitted to the HEA (the first one is due in Spring 2015). For transparency, the reports will be published internally on the web portal.

The HEA has indicated that deviation from performance targets, if it arises, would require compelling evidence to justify amendments to

the originally agreed Compact (*Higher Education System Performance, HEA, 2014, p. 97*). The risk of underperformance in respect of the Compact is listed as a major item on LIT's Risk Register and needs to be kept under close review. However, in the Compact document itself we flagged any external (uncontrollable) assumptions and factors that might affect our progress towards stated development objectives and this analysis was accepted by the HEA as an integral part of the Compact. Therefore, LIT is very conscious of mitigating any risks to future allocations of performance-based funding by the HEA.

Significant changes and updates since the publication of *LIT Vision and Strategy 2020* are included in each section to follow. Some of the goals in *LIT Vision and Strategy to 2020* have been combined or embedded within each other¹.

¹ The following standalone goals from LIT Vision and Strategy to 2020 have been subsumed in the Interim Review: Our Systems, Our Communications, Our Region, Our Sector and The World Around Us. This leaves 8 distinct areas for review.

INSTITUTIONAL PROFILE AND REGIONAL CLUSTER PROFILE

The projected profile for year-end 2016, which we are committed to under the Compact with the HEA, shows that LIT will remain a leading regional provider with a total enrolment of 7042 students by academic year 2016/17 (from a baseline of 6006 in 2012). Currently, we have the largest intake of any HEI of Leaving Certificate students in counties Clare and North Tipperary. While roughly 80% of our domestic intake comes from Limerick and bordering counties, our School of Art and Design has a unique national footprint. This intake profile reflects our mission to serve the region, and also to have one or two niche areas attracting learners from beyond the region.

Projections for 2016/17 are based on five assumptions which are detailed in documentation submitted to the HEA under the Compact 2014 to 2016:

1. Demographic trends in our catchment area – leading to an increase in undergraduate third-level entrants by 7.5%, assuming maintenance of existing participation and retention rates;
2. A substantial increase in non-EU enrolments arising from recent prioritisation;
3. An emerging proportion of flexible and 'remote' learners, such as on-line or international through collaborative provision;
4. Doubling postgraduate capacity, both in taught and research programmes supported by knowledge transfer, in LIT's established niche areas and facilitated through the Federated Limerick Graduate School established under an MOU with our regional cluster the Shannon Consortium;

5. Relatively higher growth in STEM and Arts than in other discipline areas (both at undergraduate and postgraduate level), reflecting LIT's traditional and emerging strengths which also match national and regional skills needs.

As of 2014-15, LIT's share of the IOT CAO acceptances is at 9.68%, though substantial numbers also enter through non-CAO routes as reflected in a mature student population of 28% and a proportion of 20% student intake with Further Education qualifications, obtained in the ETB sector. Total acceptances passed the 1800 mark for the first time in 2014/15. A very significant percentage of our students rely on the SUSI grant (approaching 50%), reflecting LIT's socio-economic profile.

LIT has a sound financial position and has managed financial and headcount constraints without compromising on sustainability and strategic development, even though it must be said that further cutbacks could not be absorbed without such compromises. For the 2016/17 profile we have assumed stability in the State-funded unit of resource relative to core student numbers, and significant growth in self-funded categories (i.e. international students, some of our flexible provision, R&D and Enterprise activity and fundraising). We are strongly supportive of the statements made in recent HEA publications that pressing sustainability issues in higher education must be addressed, both at the level of the individual student and at institutional level. However, we are confident that these issues will be resolved eventually and we will not be deflected from our ambition and purpose.

Driving the region: LIT, UL and MIC combined profile of 2011/12 (HEA audited data)

- 20,474 students (17,385 undergraduates, 3,089 postgraduates)
- 515 international students
- 798 Ph.D students
- 4,955 graduates (levels 6,7,8)
- 1,648 graduates (levels 9,10)
- 71% regional student intake (Limerick, Clare, Tipperary)
- 2,297 staff (1282 academic, 1015 support)
- €241.8m total income
- €44.5m research grants and contracts

Compact with the HEA – Creating the Regional Cluster²

Objectives	Baseline	2016 target	Executive owners
5.1.1. Put in place MOUs and governance structures for major alliances in the sector (Mid-West Cluster prioritised)	MOUs prepared and signed with partners UL/MIC in Shannon Consortium and GMT in West Cluster; Steering Committee formed by Presidents	Agreed programme of work delivered in pilot areas through a structure of Implementation Board and project groups; external advisory board functioning (ETBs, local authorities, industry and wider community)	President and Executive representatives on Implementation Board
5.1.5. Shared and coordinated approach to promotion of the region, recognised by external stakeholders	Joint Open Days, Limerick Charter co-signed with stakeholders, successful ITLG Summit hosted jointly	Coordinated marketing and branding; A joint capital /physical development project in Limerick City as part of Limerick 2030 Plan	President, Vice-President Strategy and External Affairs, Vice-President Corporate Services and Capital Development

REVIEW OF STRATEGIC GOALS

Strategic Goal 1 Our Students

The student is central to everything we do and our core function is to provide the student with an excellent educational experience which achieves the mission of the Institute to foster the professional, intellectual, social, cultural and personal development of the individual.

Recent changes

Since 2011/12 LIT has increased the diversity of its student population in terms of age profile, socio-economic background and nationality. Over 20% of our full-time students now enter through Further Education routes. The mix of qualification levels and discipline areas at LIT, however, has largely been maintained. There are relatively larger numbers of non-EU students, supported by an International Office. LIT has also invested in a dedicated Flexible Learning function, aiming to support growth in part-time programmes, special-purpose awards and on-line or blended provision. There has been an increase in tailored programmes for specific industries developed in conjunction with companies, e.g. in ICT (Conversion Skills and Springboard), Medical Technology, Precision Engineering and Financial Services. Student recruitment on these programmes is also done in partnership with the relevant industry sectors and is closely aligned with growth sectors in the regional economy.

New CAO programmes developed since the evolution of *LIT Vision and Strategy to 2020* that build on LIT's areas of strength and support the metrics in this section also include a BA in Fashion Knitwear and Textiles, a BSc in Game Art and Design and a top-up degree in Culinary Arts.

LIT has completed the academic integration and alignment process across the Limerick and Tipperary campuses, which has resulted in improved cohesion of academic delivery and the creation of three

substantial multi-campus faculties: Limerick School of Art and Design (LSAD) with almost 1000 students, Applied Science, Engineering and Technology (ASET) and Business and Humanities (BH) with roughly 2,500 students each. Students and staff now have their academic 'home' in a department where cognate areas and programmes are joined together, irrespective of location. An external review under the auspices of Governing Body has confirmed that this streamlined structure makes sense from a strategic and academic perspective, and has made some recommendations for on-going implementation (*Professor Esche Report, 2014*). These recommendations are being followed up through programmatic reviews scheduled for 2015 and 2016.

Under the national policy, LIT is actively engaged in intensified collaboration with regional cluster partners UL and MIC in the area of academic planning. This will open up opportunities to students and increase our collective capacity and efficiency, once we have completed an analysis of existing and planned provision across the Shannon Consortium.

Joint work is already being done through the "Limerick for IT" Forum, which brings together industry leaders such as Johnson & Johnson, SAP, Kerry Group, Hewlett Packard and General Motors, the IDA and LIT/UL in identifying specific demand for degree programmes that are co-designed and co-delivered. During 2014, the "Limerick for IT" initiative was credited with supporting 250 new jobs in the region, servicing expanding industries and attracting newcomer companies.

We are also working with MIC in the provision of English language foundation programmes for international students. In light of policy directives from the HEA and the Teaching Council, the validation of the Art and Design Teacher Education programme by UL under the umbrella of the National Institute for Studies in Education (NISE)

² Other Regional Cluster objectives such as in teaching and learning, research and shared services will follow in relevant sections further on in the document.

has been implemented urgently so that continuation of this successful programme is ensured. Delivery of most of the programme continues at the School of Art and Design Clare Street campus, with some generic pedagogy modules delivered at the UL campus.

Following the successful formation of the NISE governance structures, in October 2014 the NISE partners submitted a proposal under the HEA call "Support for Mergers and Collaborations" requesting financial support for a Director and outlining ambitions

for further collaboration at the programme level, the completion of a CPD needs assessment survey and joint research work.

To facilitate joint academic planning within the Shannon Consortium in a more coordinated manner, which may lead to some shared modules and inter-institutional student pathways, partners need to take cognisance of practicalities such as the academic calendar and module credit structures. The programmatic reviews taking place across all three LIT Faculties within the 2015 to 2017 timeframe will take this on board.

Compact with the HEA – relevant metrics for “Our Students”

Objectives	Baseline	2016 approved targets	Executive owners
5.3.1. Achieve total enrolments and discipline mix for new entrants as set out in Compact profile (spider chart)	Total enrolments: 6027 Ambition towards relatively increased percentages in STEM, Arts and Services; lower percentages in other disciplines while retaining absolute numbers	TOTAL ENROLMENTS: 7042 Humanities and Arts: 18% Social Science, Business, Law: 15% Science: 24% Engineering, Construction: 23% Health: 8% Services: 12%	Vice-President Strategy and External Affairs, Vice-President Academic Affairs and Registrar
5.1.1. Mapping undergraduate provision across the Shannon Consortium	Composite profile for 11/12 of the three institutions obtained from HEA; plan in place to review CAO data and conduct full mapping exercise	Agree priority areas for joint programmes and modules which will increase capacity and/or reduce ineffective duplication	President (on Steering Group); Vice-President Academic Affairs and Registrar; Head of Faculty (on Implementation Board)
5.2.1. To maintain market share in a growing demographic, supporting participation levels under national policy	9.3% of IOT Sector CAO acceptances 1334 full-time undergraduate new entrants 4613 full-time undergraduate enrolments	9.5% of IOT Sector CAO acceptances 1505 full-time undergraduate new entrants 5048 full-time undergraduate enrolments	Vice-President Academic Affairs and Registrar Heads of Faculty
5.2.2. Continue to equal or exceed national benchmarks for % of entrants from under-represented groups in HE	22% mature students 24% students from socio-economic designated groups 6% students with a registered disability	Maintain LIT's position on all three categories vs. national benchmarks and averages	Vice-President Academic Affairs and Registrar Heads of Faculty
5.2.3. Increase numbers of flexible learners (including on-line and 'remote')	Apprenticeship numbers: 544 Flexible learners: 868	Apprenticeship numbers: 256 Flexible learners: 1500	Heads of Faculty of Applied Science, Engineering and IT Head of Faculty, Business and Humanities
5.2.4. Enhance progression routes from PLC/FE sector	Bonus points linked FE programmes: 35 Entrants with FETAC qualifications: 235	Bonus points linked FE programmes: 45 Entrants with FETAC qualifications: 250	Vice-President Academic Affairs and Registrar
5.1.3. Integration of Art and Design Teacher Education programme into National Institute for Studies in Education	Art and Design Teacher Education programme (H.Dip) delivered at LSAD; agreement with UL to implement national policy	New style 2-year postgraduate programme provided to LIT learners at LSAD, UL-accredited. Module sharing	Vice-President Academic Affairs and Registrar; Head of LSAD
5.6.1. Increase intake of non-EU students and associated revenue streams	Annual intake of non-EU students who pay full fees: 7 (N.B. just under 100 in 12/13)	Annual intake of fee-paying non-EU students: 120	Vice-President Strategy and External Affairs

Strategic Goal 2 Our Teaching

LIT has embraced a distinctive and agile educational philosophy of “applied” and “active learning”, cognisant that our graduates will need to function in the regional workplace as well as the global workplace and wider community.

Recent changes

LIT was named Sunday Times Institute of Technology of the Year for the second time in 2012, as the only IOT to have achieved this accolade twice. The educational philosophy of active learning continues to inspire staff and students and is reinforced in programme documentation, QA policies, teaching and learning and assessment approaches as well as marketing and promotion. The concept of “active learning” also applies to our laddered programme structures: increasing numbers of students enrol in flexible add-on level 7 or level 8 diplomas later in life, with a view to upgrading their skills or changing career direction altogether. Many programmes across the Faculties of Applied Science, Engineering and Technology as well as Business and Humanities are accredited by professional institutions.

LIT has a vibrant and healthy academic process and a developing academic quality culture that support the collegiate and Academic Council. Throughout the recent period of economic turmoil these strengths have served LIT well to safeguard the quality of academic operations. As Ireland moves forward economically there will be an opportunity to enhance these strengths within LIT, including initiatives such as:

- Adequate structuring of a dedicated Teaching and Learning function;
- Strengthening the Quality Office in preparation for the next Institutional Review under QQI;
- Modernising and upgrading the Library services in terms of facilities (as part of the Campus Masterplan) and in terms of support technology such as rollout of the RFID lending system already pioneered in Clonmel;
- Progressing the Student “One Stop Shop” CRM system which will enhance the student services interface, through an estimated investment of €80K freed up in the student services budget.

LIT seeks external verification of the quality of our teaching and learning in addition to the regular QA monitoring processes and professional body recognition. Since 2009 LIT has participated in the EU Student Barometer which measures institutional performance as evaluated by learners compared with national and international benchmarks. The holistic approach taken by the EU survey, which focuses on the student experience and graduate expectations as opposed to the narrow metrics used in classical ranking systems, is particularly relevant for us as an IOT. Under the national strategy for higher education, the Irish Survey of Student Engagement (ISSE) was piloted in 2013 and fully rolled out in 2014. LIT students were amongst those with the highest response rates in the sector,

following strong encouragement by management and staff in conjunction with the LIT Students Union.

In the 2014 ISSE, LIT performed well in the areas of preparing for employability and relations with teaching staff, while students indicated that there is room for improvement in the use of online learning systems and providing work placement and study abroad opportunities (it should be noted that some programmes, such as Fashion Design and certain Built Environment courses, already lead the way in these areas). Most importantly, 86% of LIT students rated their educational experience at LIT as good or excellent, which was significantly above the national average. On the majority of questions, responses were more positive than in the 2013 pilot. Through management-student fora, these results are being analysed and discussed so that we can better understand why we do well in certain areas (and thereby maintain our performance), or how we can improve in other areas.

We will continue our participation in the ISSE as well as the EU survey (while avoiding survey fatigue), so that we retain a critical international perspective. This is in line with ambitions to internationalise the curriculum and to increase international student and staff mobility.

A noteworthy and very welcome development is that graduate employment statistics, as captured in annual surveys, are now on the rise again due to economic recovery: a combined total of 89% of 2013/14 graduates are in paid employment, further studies or volunteering/internships. LIT has done some preliminary work in defining our graduates’ attributes and we intend to build on this work. Through programmatic review processes, work placement and study abroad opportunities will be strengthened.



Compact with the HEA – relevant metrics for “Our Teaching”

Objectives	Baseline	2016 target	Executive owners
5.3.2. Continue to embed active learning strategies in curriculum and assessment (as recorded in Gradebook system)	50% of learning assessed through active learning assessments as opposed to terminal examination	60% of learning assessed through active learning assessment methods	Vice-President Academic Affairs and Registrar, Heads of Faculty
5.3.3. LIT is reflected positively in independent external benchmarks measuring student perception	EU Student Barometer categories: Practical course content: green Preparation for employment: green Staff helpfulness: orange	Practical course content: green star Preparation for employment: green Staff helpfulness: green	Vice-President for Strategy and External Affairs
5.6.2. Increase numbers of international student outbound exchanges and improve ratio to inbound	Outbound exchange students: 7 (ratio 3:1)	Outbound exchange students: 40 (ratio 1.5:1)	Vice-President for Strategy and External Affairs; Heads of Faculty
5.6.4. Increase international student work placements	Number of international placements: 40	Number of international placements: 60	Vice-President for Strategy and External Affairs; Heads of Faculty
5.5.1. Contribute to regional and national human capital needs	Annual student numbers graduating: 1631	Annual student numbers graduating: 1700	Vice-President Academic Affairs and Registrar, Heads of Faculty
5.3.5. LIT graduates are successful in the employment market (captured in First Destinations Survey)	85% of our graduates are in employment, further education, training or volunteering after graduation	90% of our graduates are in employment, further education, training or volunteering after graduation	Vice-President Academic Affairs and Registrar, Heads of Faculty



Strategic Goal 3 Our Student Supports

LIT aims to offer a high-quality, supportive learning environment for all types of students: full-time, part-time, international, priority groups – at all levels of the National Qualifications Framework.

Recent changes

LIT's ethos and delivery of a supportive environment for students is strong, as is borne out by student surveys and informal feedback. LIT continues to offer a full suite of supports, i.e. Careers, Sports and Recreation, Counselling, Access, Health, Pastoral and Learner Support (at subject level) and Information Literacy Skills workshops through the Library. We have professionalised the reporting mechanisms from these support functions, so that we have a clearer picture of user groups and peak times. There is strong evidence that the economic crisis which took hold in 2008 has led to severe strains on Student Services, because students rely on them more while at the same time Institute resource levels have declined. For instance, applications under the Student Assistant Fund (SAF) increased from 450 in 2010/11 to 1250 in 2012/13 (LIT Access Service Report 2013, p. 33). It is also a challenge to provide student-facing services across multiple campuses.

An issue causing great concern in the last few years has been student attrition not for academic reasons but due to financial hardship and other challenges in students' lives outside their studies, as captured in withdrawal forms and meetings with affected students. A recent national review, albeit using statistics dating back to 2011/12, confirms that this is a growing problem (which is likely to have exacerbated since), particularly in the IOT sector. LIT proactively manages these problems through comprehensive support mechanisms additional to State grants. We offer a spread payment facility for student contributions and have set up the Student Hardship Fund, which is resourced through our mainstream Student Services budget as well as fundraising amongst the LIT community. In 2013/14 we introduced a bursaries scheme for students from a regeneration area, with the help of private sector donations now totalling €150K from four different sponsors. The objective remains to improve our retention and completion statistics, or put more appropriately, to ensure that LIT students get the chance to fulfil their potential. A structured mentoring scheme is also in place.

Our MOU with UL and MIC expresses an intention to relieve pressures through pooling staff resources and facilities in the area of student supports. Some work is already being done in the area of assistive technologies.

Compact with the HEA – relevant metrics for “Our Student Supports”

Objectives	Baseline	2016 target	Executive owners
5.3.6. Provide uniform standards of student services across all campuses	Ambition to modernise access to and presentation of student services across campuses, using a helpdesk and referral system supported by technology	Provider of technology-based solution selected, pilot rolled out and evaluated with significant student input so that final model can be implemented	Vice-President Academic Affairs and Registrar
5.3.4. Improve first-year and Institute overall progression rates year on year	First year completion: 75.46% Institute overall completion: 83.78%	First year completion: 80.25% Institute overall completion: 84.35%	Vice-President Academic Affairs and Registrar, Heads of Faculty
5.1.4. Sharing services across the regional cluster	Agreed in MOU to explore ways to share services, helping to maintain quality standards and achieve savings through economies of scale	Identify and start implementing a student-focused project and a back office project	Vice-President Academic Affairs and Registrar, Vice-President Corporate Services and Capital Development

Strategic Goal 4 Our Knowledge Transfer – Research

LIT will engage in innovative applied research in partnership with industry, supporting international operators as well as indigenous players. Such applied research focuses on existing or emerging areas of academic expertise within our organisation which may be enhanced by talented researchers whom we attract.

Recent changes

Research activity across LIT has continued to rise year-on-year. Every School and Department has seen an increase in postgraduate student numbers and research activity by LIT lecturing staff, ensuring that teaching is informed by research. In 2014, the number of postgraduate research students at LIT passed the 100 mark for the first time.

Since the publication of LIT Vision and Strategy to 2020, LIT has significantly developed its critical mass and capability via a number of dedicated research centres and groups that are supported through the LIT Graduate School while still remaining part of their original academic 'home'. Calls were issued on an annual basis throughout the Institute from October 2012 for the establishment of research centres and groups, which were met with overwhelmingly positive responses. The new centres and groups span a wide range of disciplines from Fine Art and Design, Social Sciences, and Microbial Biotechnology, to Interactive Systems, Energy Management, and Food Development. They have a focus on developing niche areas of expertise to attract international researchers and external funding to provide innovative products and processes for LIT's industry partners and develop postgraduate research opportunities.

Five centres have already attracted substantial external funding: the Shannon Applied Biotechnology Centre (SABC), the Controlled Environment Laboratory for Life Sciences (CELLS), the Applied Control for Distributed Renewable Energy Systems Group (ACORN), Sustainable Energy in a Rural Village Environment (SERVE) and Limerick School of Art and Design (LSAD, e.g. under the Limerick City of Culture programme). This has led to increases in the total research funding envelope and in postgraduate research

numbers, putting LIT higher up the IOT rankings for knowledge transfer through research. We are actively pursuing emerging opportunities under EU Horizon 2020, building on existing strengths and international networks as detailed elsewhere in this Annual Report.

Other recently established research centres and group are: Interactive Systems and Games Technologies Research Centre, ACADemy in Art and Design which is active under Erasmus Plus, Analytical Sciences Research Group, Built Environment Technology and Educational Research Group (BETER), Energy Management and Environmental Ecosystems Group (EmmE), Gender and Sexuality Research Group, Health & Social Research Group (HEALR), Loss and Grief Group, and new groups carrying out research in Enterprise and the Games sector.

In the context of LIT's prioritisation of the regional cluster, working with UL and MIC rather than the creation of a technological universities with merged IOT partners further afield, a different approach towards achieving our research ambitions has now been adopted. The three institutions are setting up the Federated Limerick Graduate School, through which UL will ultimately become the awarding body for all Level 10 graduates across the three member institutions. LIT postgraduate students will remain LIT-registered, and will have LIT academic staff as their main supervisors. Other benefits of the federated Graduate School model include the alignment of policies and procedures, and the provision of generic training modules and seminars for all doctoral students across the city.

LIT has significantly improved and developed its research capacity and outputs in recent years, underlining our ambition to be a lead institution in the technological sector. It is anticipated that the ambition, vision and plans for the Limerick Graduate School will reinforce this and will also have a major positive impact on the profile of the region as a place for investment and R&D. However, there are challenges in respect of the quality and quantity of space for our growing research activity which need to be urgently addressed.

Compact with the HEA – relevant metrics for “Our Knowledge Transfer – Research”

Objectives	Baseline	2016 target	Executive owners
5.4.1. Increase postgraduate research opportunities in line with ambitions	Enrolment numbers at levels 9/10 research: 58 (N.B. 88 in 12/13)	Enrolment numbers at level 9/10 research: 120	Vice-President Research, Development and Enterprise
5.4.2. Improve LIT's academic standing as a provider of research in niche areas	Delegated authority to make research awards at level 9; level 10 through UL accreditation	Two narrow ISCED fields achieved delegated authority	Vice-President Research, Development and Enterprise
5.4.3. Successfully bid for external, non-Exchequer research funding	Funds awarded FP7 / Horizon 2020, EI, industry: €3.49m	Funds awarded FP7 / Horizon 2020, EI, industry: €5m	Vice-President Research, Development and Enterprise
5.4.4. Extend the collaborations within the Shannon Consortium	Agreement in MOU to establish the Limerick Graduate School, with aligned postgraduate regulations, generic training modules and Ph.D accreditation by UL	Limerick Graduate School established with the first LIT Ph.Ds graduating with UL degrees. QQI accreditation being phased out.	Vice-President Research, Development and Enterprise, Vice-President Academic Affairs and Registrar

Strategic Goal 5 Our Knowledge Transfer – Enterprise Development

LIT offers supports to new enterprise through the distinctive LIT Enterprise Ladder accommodating the full spectrum of low to high risk and reward profiles. We aim to roll out the LIT Enterprise Ladder across our campuses, involving numerous partnerships with relevant State agencies and authorities as well as private enterprise.

Recent changes

LIT has developed its capacity and presence as a leader in third-level enterprise supports to maximum potential, with six centres fully operational and one more under construction across our region. These centres are run in partnership with e.g. Enterprise Ireland, the new Local Enterprise Offices (LEOs), Chambers of Commerce, community development agencies or local authorities and are named as follows:

- Hartnett Enterprise Acceleration Centre, main campus, Limerick
- National Franchise Centre, Limerick City Centre
- Thurles Chamber Enterprise Centre, LIT Thurles campus
- Croom Community Enterprise Centre, Croom, Co Limerick

- The Red Door BIC, Newcastle West, Co Limerick
- Quęstum Centre, Clonmel
- Irish Fashion Incubator, Limerick City centre (in progress).

This range of enterprise centres provides extensive coverage across the region, positioning LIT at the forefront of one of the key pillars of national higher education strategy: meeting Ireland's human capital needs. The impact of the centres through job creation and innovation is measurable, and also helps to foster a spirit of entrepreneurship amongst students through practical assignments and internship opportunities.

To ensure sustainable operation of the centres and to be able to offer additional financial supports of client companies subject to eligibility criteria, in 2012 LIT launched the Enterprise Ladder Fund in Limerick which has so far attracted private sector donations of over €400K, and this was followed by the Tipperary Enterprise Ladder Fund (in honour of Tony Ryan) which now stands at nearly €250K. Furthermore, there is a steep upward trend in successful applications from LIT under the innovation voucher and innovation partnership schemes, creating fruitful synergies between academic departments and enterprise including some of our centre client companies.

LIT's engagement with the community

Apart from structured knowledge transfer and enterprise supports, LIT staff and students engage with the community in numerous ways. LIT is a signatory to the national Campus Engage network, reflecting the very important role we have assumed in the fostering of social capital. There is the accredited student volunteering programme GIVE; Marketlink; Business in the Community; Coder Dojo; Foroige, particularly the NFTE programme and the Leadership and Advocacy programme delivered to learners with an intellectual disability. LIT has been recognised for such initiatives, for instance through AONTAS Star Award nominations, Junior Achievement and the Q Award for Accessibility. The LIT Library has earned recognition from the EU and Failte Ireland for bringing major international conferences to the region.

The Development Unit at LIT contributes significantly to the community-based leadership and engagement activity of the

Institute, through a focus on applying existing knowledge in practical settings. This unit was historically based in Tipperary and managed the National Rural Development Network for several years. It is now broadening its activity with regional bodies and authorities across LIT's region and therefore supports our engagement and social capital agenda. There is also an international dimension to the work of the unit, such as the EU-funded project "Build UP Skills" (BUSI), aiming to improve the qualifications and skills of construction workers to help build, equip and renovate buildings of high energy performance.

In summary, LIT is a prime example of the "Engaged HEI", embedded across multiple layers in the community it serves and leading and supporting its social, economic and cultural development.

Compact with the HEA – relevant metrics for "Our Knowledge Transfer – Enterprise Development"

Objectives	Baseline	2016 target	Executive owners
5.5.2. Further strengthen the impact of the LIT Enterprise Ladder	30 start-up companies supported in incubation centres per annum	50 start-up companies supported in incubation centres per annum	Vice-President Research, Development and Enterprise
5.5.3. An upward trend of industry-academia partnerships e.g. innovation vouchers	30 externally supported collaborations as recorded with P-codes	60 externally supported collaborations as recorded with P-codes	Vice-President Research, Development and Enterprise
5.5.4. Achieve commercialisation targets agreed with Enterprise Ireland under the TTSI2 programme	3 licences and research agreements with industry; 4 invention disclosures or patent applications	4 licences and research agreements with industry; 8 invention disclosures or patent applications	Vice-President Research, Development and Enterprise



Strategic Goal 6 Our People

The key motivating factors for LIT staff are a culture of pride and loyalty towards the learners, graduates and other clients of LIT, and a culture of pride and loyalty towards LIT as an overarching organisation and its development trajectory during these times of change and transition.

Recent changes

Education is driven by people for people, so continued staff commitment is key. A major challenge affecting LIT, along with the rest of the sector, is the cumulative impact of several years of the Employment Control Framework and other financial emergency measures which have led to a significant headcount cut and increased work pressure. The student/staff ratios in the sector have worsened from 1.15.6 to 1.19.5 within four years, and are set to worsen further in the short term. The HEA speaks of a “quality threshold” that is now at risk of being crossed (Higher Education System Performance, 2014, p. 58). LIT staff are to be commended for their strenuous efforts not to let the students suffer.

A key element of LIT’s response to such challenges and constraints is to look for maximum efficiencies and an equitable allocation of staffing resources through objective systems and methodologies (the Internal Resource Allocation Model, IRAM). To some extent IRAM mirrors the new resource allocation system for the sector

(Recurrent Grant Allocation Model, RGAM), which levels out previous funding anomalies between institutions. In spite of the legitimate expectation that LIT will benefit somewhat from the continued implementation of RGAM, our traditional delivery model faces significant pressures to continue to increase capacity as required under the national HE policy. However, alongside the drive for efficiencies and stringency through IRAM, LIT is nonetheless investing in staff development, for instance through international mobility, teaching and learning qualifications and structured supports for postgraduate studies which substantial numbers of staff are undertaking.

Apart from the fair deployment of resources and staff development, effective and positive communication across the organisation is a critical enabling factor. In the past few years, LIT has further developed channels such as the Newsletter and the staff portal, both of which are avidly used. Staff briefings, faculty meetings and other fora are always well attended. A range of policies has also been prepared to support the usage of electronic media. Supports such as the Employee Assistance Programme (EAP) have been in place for several years and are widely used.

Hopes are building that we are approaching the end of an era of cutbacks and doing “more with less”, and that we will once more see investment in social and human capital – staff and students alike.

Compact with the HEA – relevant metrics for “Our People”

Objectives	Baseline	2016 target	Executive owners
5.4.2. Increase postgraduate supervision capacity within LIT through recruitment and CPD	18% of academic staff have a Ph.D qualification	21% of academic staff have a Ph.D qualification	Vice-President Corporate Services and Capital Development (HR); Heads of Faculty
5.6.3. Increase international staff mobility	7 outbound per annum	20 outbound per annum	Vice-President Strategy and External Affairs; Heads of Faculty
5.7.5. Development of internal resource allocation model	Phased development of IRAM for academic planning – recurrent grant	Rollout across academic and non-academic areas – all income sources	Vice-President Corporate Services and Capital Development (HR); Heads of Faculty

Strategic Goal 7 Our Places

The physical learning environment at LIT will continue to be conducive to the teaching and learning philosophy which the Institute has embraced and will adequately serve the needs of all users: learners, staff and visitors.

Recent changes

One of the most ambitious and exciting developments in the past couple of years has been the launch of *Campus 2030* by Jan O'Sullivan TD in 2012 (now Minister for Education and Skills). The plan sets out physical expansion requirements of LIT, reflecting broad realities and deficits:

- In line with demographic and economic trends, by 2030 LIT will have some 10,000 students across our campuses. We are already stretched to provide the space and facilities needed to meet the requirements of our current population of just over 6,000 students so it is obvious that we need to grow our physical infrastructure considerably.
- If the Masterplan is not delivered, LIT will struggle to meet industry demand for graduates from companies in the region that have made significant jobs announcements recently in STEM domains, as we simply will not have the physical capacity to offer the additional places required.
- The quality of our building infrastructure is no longer of the standard that can reasonably be expected for a higher education environment for teaching and research. The configuration of existing spaces does not allow for social or informal interaction or independent learning. Some of the existing state-of-the-art active learning spaces are not adequately accessible or visible.

- The LIT campuses are insufficiently integrated with our surrounding communities or landmarks, such as regeneration areas, Thomond Park and the emerging Cultural Quarter in Limerick City.

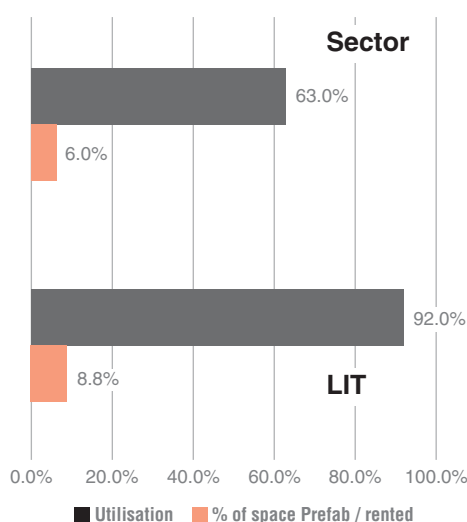
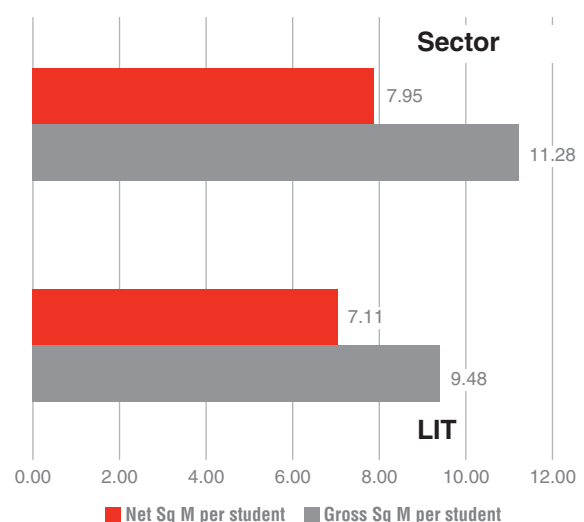
It is striking that the physical learning environment at LIT has consistently been given poor scores by respondents to the EU Student Barometer Survey, which drags down our overall rating that is otherwise very positive. Campus 2030 addresses such issues through phased projects already underway, starting with improvements and refurbishments of existing building stock. However, a step change is needed to progress to subsequent phases – a range of projects involving acquisition or lease of additional sites for development are presented in the masterplan. It is anticipated that State funding for capital development will be available again from 2017/18, and LIT is also targeting other income streams (e.g. through fundraising and grants).

The finalised LIT *Campus 2030 - Our Places* Masterplan was approved by Governing Body in 2014. It has the strong backing of the authorities in Limerick and Tipperary, as exemplified by this statement from the Chief Executive of Limerick Authorities, Conn Murray:

"The LIT Campus 2030 Masterplan is a critically important piece of the ambitious plan for the City and the Region."

The graph below presents key indicators which underline the urgency of the situation; LIT is at a significant disadvantage compared with sector averages as regards space utilisation, prefabs, net and gross square metres per student. This problem is even more acute than it appears, given our relatively higher percentage of student enrolments in space-intensive disciplines such as engineering, applied science and art & design.

Campus Development



Campus Masterplan Vision

Five pillars will inform all developments across all campuses. They reflect the emphasis on the core business of education and research and capture our wider remit and ethos.

1. Education and research: the creation of vibrant learning environments, supporting the active learning philosophy and an applied research focus informing teaching;
2. Community: delivering an engaged community through permeable and accessible campuses;
3. Enterprise: the provision of appropriate enterprise and incubation spaces promoting integration with academic programmes;

4. Sport: providing an appropriate range of sports facilities for the entire campus community – central to campus life and facilitating increased participation;

5. Culture: building on the unique heritage and international reach of art and design all LIT campuses will reflect an important cultural focus.

These pillars are embodied in the 'Campus 2030 - Our Places' logo with the five pillars underpinning the philosophy of each project - no matter the scale or location.



Strategic Goal 8 Our Funds

Building on our financially sound position, LIT needs to develop a financial management strategy which can provide an overarching rationale for policies, decision-making and responding to challenges in our operating environment.

Recent changes

LIT has begun the development and implementation of an internal resources allocation model and process (IRAM). This process reflects the needs of the organisation but is built around the principle of “resources follow activity”.

LIT’s strategy for fundraising from non state sources is supported by the LIT Thought Leadership Group/LIT Foundation, comprising key stakeholders from industry, the community and alumni. The three fundraising strands are;

- The LIT Enterprise Ladder Fund (ELF) which has raised donations totalling €635,000 to date;
- LIT Student Bursaries, currently supporting up to 20 students throughout their undergraduate studies at €2,750 p.a;
- Capital development and equipment, currently standing at nearly €5m in benefactor donations.

Compact with the HEA – relevant metrics for “Our Funds”

Objectives	Baseline	2016 target	Executive owners
5.7.1. Budget management processes and priorities to ensure essential equipment and infrastructure is delivered	Balanced budget 2012, 1.5% of annual recurrent budget available for investment	Balanced budget and 2% available	Vice-President Corporate Services and Capital Development
5.7.2. To maintain the relative performance of LIT compared to the national average unit cost for the technological sector	LIT total unit cost per student is 96% of the national sector average	LIT total unit cost per student is 95% of the national sector average	Vice-President Corporate Services and Capital Development
5.7.3. Manage the mix of expenditure between pay and non-pay for recurrent activities	Pay costs are 83% of recurrent expenditure	Pay costs are 82% of recurrent expenditure	Vice-President Corporate Services and Capital Development
5.7.4. Increase the income generated from non-recurrent State grant sources – reducing the dependency on the State recurrent grant	Recurrent State grant is 47.6% of total income as per financial statements	Recurrent State grant is 46% of total income as per financial statements	Vice-President Corporate Services and Capital Development

The sixth Academic Council of Limerick Institute of Technology was elected in accordance with the regulations approved by the Governing Body for a three year period from March 2011.

ACADEMIC DEVELOPMENT AND STUDENT AFFAIRS



03

3.1 ACADEMIC CALENDAR 2013/2014

Week No.	Beginning	
0	26th August, 2013	Repeat Exams commence
1	2nd September, 2013	Opening of Academic Year and Staff Development Monday, 2nd September
		Semesterised Programmes Induction/Orientation Week
		Semesterised Programmes Examination Boards
2	9th September, 2013	Yearlong Programmes Induction/Orientation Week
		Semesterised Programmes Classes start
		Examination Boards Continue
3	16th September, 2013	Other Full-time classes start-Monday 16th September
		Governing Body Meeting 17th September
4	23rd September, 2013	
5	30th September 2013	Academic Council Meeting 4th October
6	7th October 2013	LIT Open Days
7	14th October 2013	Governing Body Meeting 15th October
8	21st October 2013	
9	28th October 2013	Monday 28th October Bank Holiday,
		Tuesday 29th October Day off in lieu of Friday, 1st November 2013 - Church Holiday
		30th, 31st October, and 1st November - LIT Conferings
10	4th November 2013	Friday, 8th November, LIT Tipperary Conferring
11	11th November 2013	Science Week
12	18th November, 2013	Governing Body Meeting 29th November
13	25th November, 2013	
14	2nd December, 2013	Academic Council Meeting 6th December
15	9th December, 2013	Engineering Week
		Yearlong Programmes Christmas Exams
		Governing Body Meeting 10th December
16/17/18	Christmas Holidays	Saturday 14th December 2013 - Sunday 5th January 2014 incl.
19	6th January 2014	Monday, 6th January, 2014 Church Holiday
		All students return Tuesday 7th January
		Semesterised Programmes Assessment Week
20	13th January 2014	Semesterised Programmes Assessment Week/Break
21	20th January 2014	Governing Body Meeting 21st January

Week No.	Beginning	
22	27th January 2014	
23	3rd February 2014	Semesterised Programmes Examination Boards
24	10th February 2014	Rag Week
		Semesterised Programmes Examination Boards
		Staff Development Day, 14th February
25	17th February 2014	Governing Body Meeting 18th February
26	24th February 2014	Academic Council Meeting 28th February
27	3rd March 2014	
28	10th March 2014	
29	17th March 2014	Monday, 17th March, Bank Holiday
		Governing Body Meeting 18th March
30	24th March 2014	
31	31st March 2014	
32	7th April 2014	
33/34	Easter Holidays	Saturday 12th April - Sunday 27th April inclusive
		Governing Body Meeting 15th April
35	28th April 2014	All students return Monday 28th April
36	5th May, 2014	Monday 5th May, Bank Holiday
		Academic Council Meeting 9th May
		Summer Examinations/Assessments Commence 9th May
37	12th May 2014	Summer Examinations/Assessments Continue
38	19th May 2014	Governing Body Meeting 20th May
		Summer Examinations/Assessments Continue
39	26th May 2014	Friday, 30th May Day Off in lieu of Thursday, 29th May
40	2nd June 2014	Monday 2nd June, Bank Holiday
		Examination Boards Start 3rd June
41	9th June 2014	Examination Boards Continue
42	16th June 2014	Exam Reviews
		Governing Body Meeting 17th June
		Thursday, 19th June Church Holiday
		Academic Council Meeting 20th June

Note 1: This calendar is subject to some School/Department variations due to Block Release and Placement Start/Finishing Times.

3.1.1 MEMBERSHIP OF ACADEMIC COUNCIL

MEMBERSHIP OF ACADEMIC COUNCIL 2011-2013

The sixth Academic Council of Limerick Institute of Technology was elected in accordance with the regulations approved by the Governing Body for a three year period from March 2011.

The following is a list of members for Academic Council 2011 – 2013.

Ex- Officio members

Dr. Maria Hinfelaar	President
Mr. Terry Twomey	Vice President Academic Affairs and Registrar
Mr. Jimmy Browne	Vice President Corporate Services and Capital Development
Dr. Fergal Barry	Vice President Research, Development and Enterprise
Dr. Edward Hayes	Head of School of Engineering
Mr. Mike Fitzpatrick	Head of School of Art and Design
Ms. Maria Kyne	Head of School of the Built Environment
Mr. Paschal Meehan	Head of School of Science Engineering and Information Technology
Mr. Donnacha McNamara	Head of School of Business and Humanities *
Mr. Colin McLean	Head of LIT Tipperary School
Ms. Tracy Fahey	Head of Department of Fine Art
Mr. James Greenslade	Head of Department of Design
Mr. Pat Gill	Head of Department of the Built Environment
Ms. Michelle McKeon Bennett	Head of Department of Applied Science
Ms. Janice O'Connell	Head of Department of Information Technology
Mr. Dáithi Sims	Head of Department of Electrical and Electronic Engineering
Dr. Philip Ryan	Head of Department of Mechanical and Automobile Engineering
Mr. Eoghan Sadlier	Head of Department of Business Management **
Mr. James Collins	Head of Department of Finance and Professional Studies
Dr. Catriona Murphy	Head of Department of Humanities
Ms. Moya Breen	Head of Department of Business and Sport
Mr. Seamus Hoyne	Head of Department of Technology, Media and Science
Mr. Jerald Cavanagh	Institute Librarian
Ms. Marian Duggan	Head of School of Business and Humanities *
Mr. Eoghan Sadlier	Head of Department of Business Management **

Student Representatives

Mr. Stephen Kavanagh RIP	Student Representative, Moylish Park Campus
Ms. Michelle Breathnach	Student Representative, Clare Street Campus
Mr. Russell Roche	Student Representative, Tipperary Campus

Elected Representatives

School of Art & Design:	Male	(2)	Mr. Adrian Byrne Mr. Mark O'Kelly
	Female	(2)	Ms. Elaine Riordan Ms. Clodagh Twomey
School of the Built Environment:	Male	(1)	Mr. Tony Wallace
	Female	(1)	Ms. Maire Daly
	Common	(2)	Mr. Kevin O'Riordan Mr. Paul Vesey

School of Business and Humanities

Department of Business:	Male	(1)	Mr. Conor Foley
	Female	(1)	Ms. Gillian Clogan
	Common	(1)	Mr. Richard Boylan
Department of Humanities:	Male	(1)	Mr. Joe Mulcahy
	Female	(1)	Dr. Noelle O'Connor
	Common	(1)	Ms. Patricia Cremen

School of Science Engineering and Information Technology

Department of Electrical and Electronic Engineering:	Male	(1)	Mr. John Cosgrove
	Female	(1)	Ms. Trish Jones
	Common	(2)	Mr. Peter Gorman Mr. Donagh O'Shea
Department of Mechanical and Automobile Engineering:	Common	(2)	Mr. Tony Mahon Dr. Michael Daragh Naughton
Department of Information Technology:	Male	(1)	Mr. Neil Higgins
	Female	(1)	Mr. Maureen Falvey
Department of Applied Science:	Male	(1)	Dr. Jim Healy
	Female	(1)	Dr. Elaine Raggett
General:	Common	(1)	Ms. Ann Murray
LIT Tipperary School:	Male	(1)	Mr. Eamon Dalton
	Female	(1)	Ms. Laura Dargan
	Common	(1)	Dr. Martin Fitzgerald



MEMBERSHIP OF ACADEMIC COUNCIL 2014-2016

Following the close of nominations on 22nd January, 2014 the following were the nominations received and the candidates duly elected to the seventh Academic Council of Limerick Institute of Technology in accordance with the regulations of the Governing Body for a three year period from 2014-2016.

The following is a list of members for the Academic Council 2014-2016;

1. Ex-Officio Members

Dr. Maria Hinfelaar	President
Mr. Terry Twomey	Vice President Academic Affairs and Registrar
Dr. Fergal Barry	Vice President Research Development and Enterprise
Dr. Edward Hayes	Head of School of Engineering
Mr. Mike Fitzpatrick	Head of School of Art and Design
Ms. Maria Kyne	Head of Faculty of Applied Science, Engineering and Technology (ASET)
Mr. Paschal Meehan	Head of Faculty of Applied Science, Engineering and Technology (ASET)
Ms. Marian Duggan	Head of School of Business and Humanities
Mr. Donnacha McNamara (for Marian Duggan)	Head of School of Business and Humanities
Mr. Colin McLean	Head of School LIT-Tipperary
Mr. Jerald Cavanagh	Institute Librarian
Ms. Ann Murray	Assistant Registrar
Dr. Siobhan Moane	Head of Research and Technology Transfer

2. Nominated by Faculties /Schools

Heads of Department:

ASET:	(1)	Dr. Philip Ryan
ASET:	(1)	Ms. Janice O'Connell
Art and Design	(1)	Ms. Tracy Fahey
Business and Humanities	(1)	Dr. Catriona Murphy
LIT Tipperary School	(1)	Mr. Seamus Hoyne

3. Elected Members

Student Representatives:	(1)	Mr. Russell Roche
	(1)	Ms. Michelle Breathnach
	(1)	Mr. Steven Kavanagh(RIP)

Elected Staff:

School of Art and Design:	Male	(1)	Mr. Paul Gardiner
	Female	(1)	Ms. Aine Nic Giolla Coda
	Common	(1)	Mr. John Hannafin

School of Business and Humanities

Finance and Professional Studies:	Male	(1)	Dr. Derek McInerney
	Female	(1)	Ms. June O'Byrne Prior

Department of Humanities:	Male	(1)	Mr. Joe Mulcahy
	Female	(1)	Ms. Catherine Jones

Business Management	Common	(1)	Dr. James Griffin

Tipperary School	Male	(1)	Mr. Philip Hennessy
	Female	(1)	Ms. Frances O'Connell
Faculty of Applied Science, Engineering and Information Technology (ASET)			
Department of the Built Environment:	Male	(1)	Mr. Kevin O'Riordan
	Female	(1)	Ms. Roz Whelan
Department of Electrical and Electronic Engineering:	Male	(1)	Mr. William O'Halloran
	Female	(1)	Ms. Nora Ni Fhlatharta
Department of Mechanical and Automobile Engineering:	Male	(1)	Mr. Ailbe Burke
	Female	(1)	Dr. Frances Hardiman
Department of Information Technology:	Male	(1)	Mr. Mike O'Connell
	Female	(1)	Ms. Marian Lynch
Department of Applied Science:	Male	(1)	Dr. Jim Healy
	Female	(1)	Ms. Elaine Raggett



3.1.2 ACADEMIC COUNCIL SUB-COMMITTEES: SEPTEMBER – DECEMBER 2013

It was agreed that the Terms of Reference for all sub-committees should be approved by Academic Council and that the Registrar, as an ex-officio member for all sub-committees, should be responsible for convening all meetings.

There were eight sub-committees of Academic Council **September – December 2013**.

The following members were approved at a meeting of the Academic Council with additional members to be co-opted as appropriate;

Academic Quality

Mr. Terry Twomey *Presiding*
Dr. Edward Hayes
Ms. Ann Murray
Mr. Mike Fitzpatrick
Ms. Maria Kyne
Ms. Katherine Maughan
Dr. Derek McInerney
Mr. Martin Neville
Ms. Sara Jane Kickham
Mr. Ian Foley
Mr. Ailbe Burke
Mr. Jerald Cavanagh
Ms. Moya Breen
Mr. James Greenslade
Mr. Seamus Doyle
Ms. Susan Halvey
Dr. James Griffin
Mr. Michael Sheehan
Mr. Russell Roche
Ms. Michelle McKeon-Bennett
Ms. Mags Fennell
Mr. Chris Walshe

Academic Reviews

Mr. Terry Twomey *Presiding*
Dr. Fergal Barry
Dr. Edward Hayes
Ms. Ann Murray
Mr. James Collins
Mr. Seumas O'Sullivan
Ms. Nichola O'Connell
Ms. Marian Duggan
Dr. Derek McInerney
Ms. Patricia Cremen
Mr. Kenneth Switzer
Ms. Laura McInerney
Mr. Paschal Meehan
Mr. Donagh O'Shea
Mr. Peter Gorman
Dr. Liam Noonan
Ms. Moya Breen

Mr. Mike Fitzpatrick
Ms. Tracy Fahey
Mr. Nicholas Brady
Mr. Eoin Fitzgerald
Ms. Michelle McKeon-Bennett
Dr. Willie Fitzgerald
Mr. Colin McLean
Ms. Aparecida Silva
Mr. Chris Walshe

Admissions, Academic Progress and Student Retention

Mr. Terry Twomey *Presiding*
Dr. Fergal Barry
Dr. Edward Hayes
Ms. Ann Murray
Ms. Anne O'Donovan
Ms. Miriam Grimes
Ms. Linda Barry
Mr. Dáithí Sims
Mr. Colin McLean
Mr. James Greenslade
Mr. Pat Gill
Mr. John Corcoran
Mr. Mike Fox
Mr. Donnacha McNamara
Ms. Sarah Landy
Mr. Bosco Clarke
Mr. Michael Conway
Ms. Janice O'Connell
Ms. Caroline Shanley
Ms. Trish Jones
Dr. Michael Monaghan
Ms. Kate Dwyer
Ms. Frances O'Connell
Mr. Geoff Hunter
Mr. Chris Walshe

Research and Development

Dr. Siobhan Moane *Presiding*
Mr. Terry Twomey
Dr. Fergal Barry
Ms. Ann Murray

Ms. Anne O'Donovan
Ms. Bridget Ronan
Ms. Kathleen Leamy
Mr. John Cosgrove
Mr. Joe Dunk
Dr. Kieran Cashell
Dr. Dara Waldron
Ms. Breda Lynch
Ms. Sarah Landy
Dr. Sinead O'Leary
Ms. Louise Nugent
Dr. Frances Hardiman
Dr. Michael D. Naughton
Mr. Ronan O'Brien
Mr. Jonathan Blackmore
Mr. Redmond Condon
Ms. Gillian Barry
Dr. Frank Houghton
Dr. Catriona Murphy
Dr. Josephine Tracy
Dr. Ken Oakley
Ms. Janice O'Connell
Dr. Tracey Larkin
Mr. Ciaran Lynch
Mr. Philip Hennessy
Mr. Clifford Guest
Mr. David Kiely
Mr. Kyle Murphy
Mr. Chris Walshe

Student Support, Access and Equality Issues

Mr. Terry Twomey *Presiding*
Mr. Jerald Cavanagh
Fr. Declan Murray
Ms. Alice Meagher
Ms. Noreen Keane
Ms. Linda Barry
Ms. Joanne Holland
Ms. Anne O'Donovan
Ms. Miriam Grimes
Dr. Edward Hayes
Ms. Ann Murray

Ms. Theresa O'Sullivan
 Mr. Seoirse Bulfin
 Ms. Maria O'Kelly
 Mr. Sajjad Sajjadi
 Ms. Margaret O'Sullivan
 Ms. Jennifer Stritch
 Ms. Karen Sugrue
 Ms. Cathy Jones
 Dr. Paddy Walsh
 Mr. Ed Mullen
 Dr. John O'Kelly
 Dr. Nancy Shanley
 Ms. Marian Lynch
 Ms. Carolann Bargary
 Ms. Patricia Quigley
 Mr. Gerry O'Neill
 Ms. Clodagh Twomey
 Ms. Dawn Coleman
 Ms. Tara Roddy
 Mr. Timmy Keane
 Mr. Chris Walshe

Teaching and Learning Resources and Academic Professional Development

Mr. Terry Twomey *Presiding*
 Ms. Ann Murray
 Ms. Anne Twomey
 Mr. Jerald Cavanagh
 Mr. Michael Tuohy
 Mr. Samuel Hayden
 Ms. Tara Frawley
 Mr. Michael Mooring
 Ms. Lisa Scott
 Ms. Marian Twomey

Mr. Billy Madden
 Mr. William Ward
 Mr. Adrian Byrne
 Mr. Michael Dillane
 Mr. Shane Barron
 Mr. Joe Mulcahy
 Mr. Eoghan Sadlier
 Mr. Flaithri Neff
 Ms. Linda Barry
 Mr. Paul Morrow
 Ms. Broze O'Donovan
 Mr. Eamon Dalton
 Dr. Martin Fitzgerald
 Dr. Michael Francis Ryan
 Mr. Ger Moynihan
 Mr. Ian Riordan
 Ms. Grainne O'Dwyer
 Mr. Chris Walshe

Apprenticeship and Craft Education

Mr. Eddie Nolan *Presiding*
 Mr. Terry Twomey
 Ms. Ann Murray
 Ms. Anne O'Donovan
 Ms. Miriam Grimes
 Mr. Tony Wallace
 Mr. Michael Beasley
 Mr. Alan Carr
 Mr. John Cosgrove
 Mr. Sean DeBhulbh
 Mr. Thomas Martin
 Mr. Liam Kelly
 Mr. Gerry O'Brien
 Ms. Eithne Gavigan

Mr. Francis Condon
 Mr. Steven Kavanagh
 Mr. Chris Walsh

Active Learning, Placements and International Dimensions

Dr. Maria Hinfelaar *Presiding*
 Mr. Terry Twomey
 Dr. Edward Hayes
 Mr. Mike Cox
 Ms. Ann Murray
 Mr. Donnacha McNamara
 Ms. Emma O'Halloran
 Ms. Agnes Bouchier-Hayes
 Dr. Eleanor Fitzmaurice
 Ms. Brid Crotty
 Dr. Catriona Murphy
 Dr. Jim Healy
 Ms. Marie Walsh
 Mr. John Jennings
 Mr. Michael Mooring
 Ms. Tracy Fahey
 Ms. Fiona Bourke
 Mr. Aidan O'Connor
 Ms. Roisin Crowley
 Mr. Keith Moloney
 Mr. Niall Enright
 Mr. Jerald Cavanagh
 Ms. Joanne Holland
 Ms. Laura Dargan
 Mr. James Greenslade
 Mr. Meilius Kuusk
 Ms. Ashley Harper
 Mr. Chris Walshe



ACADEMIC COUNCIL SUB-COMMITTEES: JANUARY – JUNE 2014

It was agreed that the Terms of Reference for all sub-committees should be approved by Academic Council and that the Registrar, as an ex-officio member for all sub-committees, should be responsible for convening all meetings.

There were seven sub-committees of Academic Council **January – June 2014**.

The following members were approved at a meeting of the Academic Council with additional members to be co-opted as appropriate;

Academic Quality

Mr. Terry Twomey
Ms. Ann Murray
Dr. Edward Hayes
Mr. Chris Walshe
Ms. Susan Halvey
Mr. Seamus Doyle
Mr. Peter Gorman
Mr. Michael Sheehan
Mr. Ailbe Burke
Ms. Maria Kyne
Mr. Jerald Cavanagh
Ms. Gillian Dooley
Ms. Mags Fennell
Mr. Aidan O'Connor
Mr. PJ Ryan
Mr. Martin Neville
Mr. Colin McLean
Ms. Gillian Clogan
Ms. Michelle McKeon Bennett
Mr. Ian Foley

Academic Reviews

Mr. Terry Twomey
Ms. Ann Murray
Dr. Edward Hayes
Mr. Chris Walshe
Mr. Donagh O'Shea
Dr. Willie Fitzgerald
Mr. James Greenslade
Ms. Tracy Fahey
Mr. Kenneth Switzer
Ms. Jean Wall
Mr. Pat Gill
Ms. Anne O'Donovan
Ms. Marian Duggan
Mr. Eoin Fitzgerald
Mr. James Collins
Ms. Laura McNerney
Ms. Frances O'Connell
Dr. Fergal Barry
Mr. Colin McLean
Mr. Seamus Hoynes

Mr. Paschal Meehan
Ms. Janice O'Connell
Ms. Michelle McKeon Bennett

Admissions, Academic Progress and Student Retention

Mr. Terry Twomey
Ms. Ann Murray
Dr. Edward Hayes
Mr. Chris Walshe
Ms. Anne O'Donovan
Ms. Trish Jones
Ms. Linda Barry
Mr. Daithi Sims
Ms. Kate Dwyer
Mr. Donagh O'Shea
Mr. Bosco Clarke
Mr. Michael Conway
Ms. Caroline Shanley
Mr. Mike Fox
Ms. Miriam Grimes
Mr. Donnacha McNamara
Mr. Paul Gardiner
Mr. Sean de Bhulbh
Ms. Patricia Quigley
Mr. Pat Gill
Dr. Siobhan Moane
Mr. Colin McLean
Ms. Marian Twomey
Ms. Janice O'Connell

Research and Development

Mr. Terry Twomey
Ms. Ann Murray
Mr. Chris Walshe
Dr. Patrick Murray
Ms. Tracy Fahey
Dr. Flaithri Neff
Mr. Ciaran Lynch
Ms. Lisa Scott
Dr. Noelle O'Connor
Dr. Daragh Naughton
Dr. Sinead O'Leary
Mr. Jonathan Blackmore

Dr. Frank Houghon
Dr. Frances Hardiman
Ms. Louise Nugent
Dr. Ken Oakley
Dr. Tracey Larkin
Dr. Siobhan Moane
Ms. Carmel McKeon
Dr. Fergal Barry
Ms. Jennifer Stritch
Dr. Kieran Cashell
Mr. John Cosgrove
Mr. Seamus Hoynes
Ms. Lorraine Callanan
Ms. Michelle McKeon Bennett
Ms. Anne O'Donovan
Ms. Sarah Landy
Mr. Colin McLean

Student Support, Access and Equality Issues

Mr. Terry Twomey
Ms. Ann Murray
Dr. Edward Hayes
Mr. Chris Walsh
Ms. Broze O'Donovan
Dr. Paddy Walsh
Ms. Karen Sugrue
Mr. Seoirse Bulfin
Dr. Nancy Shanley
Ms. Marian Lynch
Ms. Margaret O'Sullivan
Ms. Cathy Jones
Ms. Miriam Grimes
Ms. Linda Barry
Ms. Alice Meagher
Ms. Anne O'Donovan
Ms. Theresa O'Sullivan
Ms. Dawn Coleman
Ms. Jennifer Stritch
Ms. Jerald Cavanagh
Ms. Noreen Keane
Fr. Declan Murray
Ms. Joanne Holland
Ms. Marian Twomey

Teaching and Active Learning

Mr. Terry Twomey
Ms. Ann Murray
Dr. Edward Hayes
Mr. Chris Walshe
Dr. Michael Francis Ryan
Ms. Gillian Dooley
Dr. Martin Fitzgerald
Ms. Roisin Crowley
Mr. Jerald Cavanagh
Ms. Emma Dillane
Mr. Billy Madden
Ms. Joanne Holland
Mr. Keith Moloney
Ms. Nora Hegarty
Mr. Michael Mooring
Ms. Lorraine Callanan
Mr. Seamus Hoyne

Mr. Colin McLean
Ms. Marian Carroll
Mr. Michael Dillane
Ms. Brid Crotty
Mr. Liam Kelly

Internationalisation

Dr. Maria Hinfelaar
Mr. Terry Twomey
Ms. Ann Murray
Mr. Chris Walshe
Ms. Cliona Campbell
Mr. Michael O'Connell
Mr. Mike Cox
Ms. Niamh Kavanagh
Mr. Jerald Cavanagh
Mr. Pdraig Kirby
Ms. Gillian Dooley

Ms. Linda Barry
Ms. Fiona Williams
Dr. Catriona Murphy
Mr. Eamon Dalton
Dr. Jim Healy
Ms. Clara Keevey
Mr. Donnacha McNamara
Dr. Siobhan Moane
Ms. Noreen Keane
Mr. Niall Enright
Mr. Paul Gardiner
Mr. James Collins
Ms. Maria Kyne
Mr. Paschal Meehan
Ms. Marian Twomey
Ms. Nora Ni Fhlathartha



3.2 ACADEMIC DEVELOPMENTS

The following new programme proposals were approved in the period:

School of Art and Design

- > B.Sc. (Hons) in Game Art and Design.

ASET: Department of Mechanical and Automobile Engineering

- > Bachelor of Engineering in Precision Engineering.

ASET: Department of Applied Science

- > B.Sc in Agri Environmental Management
- > B.Sc. in Medical Technology.

LIT Tipperary School

- > B.A. (Hons) in Counselling Skills
- > M.Sc. in Strength & Conditioning.

The following Special Purpose Awards were approved:

- > Introduction to the Conservation of the Built Environment
- > Certificate in Transport Safety Management
- > Certificate in Aviation
- > Working Positively with Behaviours that Challenge
- > LIT Pathways programme
- > Certificate in Jungian Psychology with Art Therapy
- > Enterprise Solutions Development
- > Certificate in Low Energy Building
- > Certificate in Science in Biopharmaceuticals.

Annual School Reports 2012/2013

Annual School Reports from the following Schools were presented to Academic Council;

- > School of the Built Environment
- > School of Art & Design
- > School of Business & Humanities
- > School of Science, Engineering and Information Technology
- > LIT-Tipperary School.

Annual Reports 2011/12

The following Annual Reports were presented to Academic Council;

- > Student Health Unit Report
- > Chaplaincy Service Annual Report
- > Learning Support Unit Annual Report
- > Access Service Annual Report
- > Counselling Service Annual Report
- > Careers Service Report
- > LIT Sports Office Report.

External Examiner Nominations 2013-14

External Examiner Nominations were reviewed for the following Schools/Departments, approved by Academic Council and recommended for approval to Governing Body.

- > ASET: Department of the Built Environment
- > ASET: Department of Applied Science
- > ASET: Department of Mechanical and Automobile Engineering
- > ASET: Department of Electrical and Electronic Engineering
- > ASET: Department of Information Technology
- > School of Business and Humanities – Department of Finance and Professional Studies
- > School of Business and Humanities - Department of Humanities
- > School of Business and Humanities - Department of Business Management
- > School of Art and Design
- > LIT Tipperary School.

Policy documents approved by Academic Council:

- > Academic Council Policy & Procedures
- > LIT External Examiners Policy & Procedures for Taught Programmes 2014-2017
- > LIT Research Degree Programme Regulations
- > LIT Placements Policy and Guidelines
- > LIT Research Contract Agreement
- > LIT Sponsored Research Agreement
- > Academic Council Regulations and Procedures Book 1 and 2 2014/2015.

Quality Assurance Handbook – LIT Quality Assurance Policy and Procedures

The annual review of the Quality Assurance Handbook was undertaken and documents were updated in accordance with agreed procedures.

Research

- > 26 new applications for Admission to the Postgraduate Register were approved
- > 4 applications to Transfer to the Doctoral Register were approved.

Examination Results

Academic Council approved the Examination Process and recommended ratification of the Autumn 2013 and Summer 2014 Results by Governing Body.

3.3.1 LIST OF FULL-TIME AND CRAFT APPRENTICE COURSES

School Of Art and Design

Bachelor of Arts (Honours) in Art and Design
Master of Arts
PhD in Art
Bachelor of Arts (Honours) in Design
Bachelor of Arts (Honours) in Fine Art
Higher Diploma in Arts in Art and Design Teaching
Higher Certificate in Art in Fine Art
Higher Certificate in Arts in Design
Higher Certificate in Arts in Fine Art and Design
Higher Certificate in Arts in Fashion, Knitwear and Textiles
Master of Arts in Art and Design: Social Practice and the Creative Environment.

School of Business and Humanities

Department of Business Management

Higher Diploma in Business in Business Management
Master of Business
Higher Certificate in Business in Entrepreneurship
Bachelor of Business (Honours) in Entrepreneurship
Bachelor of Business in Marketing and Management
Bachelor of Business (Honours) in Marketing and Management
Higher Certificate in Business in Marketing and Management
Master of Business in Marketing and Management Strategy.

Department of Finance and Professional Studies

Bachelor of Business in Accounting and Finance
Bachelor of Business (Honours) in Accounting and Finance
Higher Certificate in Business in Accounting and Finance
Bachelor of Business (Honours) in Law and Taxation
Higher Certificate in Business in Legal Studies and Taxation
Bachelor of Arts (Honours) in Business Studies with Event Management
Bachelor of Arts (Honours) in Business Studies with Sports Management
Bachelor of Arts (Honours) in Business Studies with Tourism Management
Higher Certificate in Arts in Sports Coaching and Development
Higher Certificate in Business in Hotel Front Office Management.

Department of Humanities

Master of Arts in Humanities (Research)
Master of Arts in Social Care Management
Bachelor of Arts (Honours) in Applied Social Studies in Social Care
Professional Cookery Traineeship FETAC Level 6 Day Release
Bachelor of Arts in Culinary Arts
Higher Certificate in Arts in Culinary Arts
Higher Certificate in Arts in Hospitality Studies.

Faculty of Applied Science, Engineering and Information Technology (ASET)

Department of Applied Science

Master of Science in Analytical Science with Research and Quality Management
Bachelor of Science (Honours) in Bio-Analysis and Biotechnology
Bachelor of Science in Applied Biology
Bachelor of Science (Honours) in Chemical Instrumentation and Analysis
Bachelor of Science (Honours) in Drug and Medicinal Product Analysis
Bachelor of Science in Environmental and Analytical Science
Higher Certificate in Science in Environmental and Analytical Science
Bachelor of Science (Honours) in Pharmaceutical and Forensic Analysis
Bachelor of Science in Pharmaceutical and Forensic Analysis
Special Purpose Certificate in Project Management and Lean Six Sigma
Master of Science
PhD in Science.

Department of Electrical and Electronic Engineering

Bachelor of Engineering in Industrial Automation and Robotic Systems
Bachelor of Engineering in Automation and Control Technology
Bachelor of Science (Honours) in Audio and Video Production
Bachelor of Engineering in Electronic Engineering
Bachelor of Science (Honours) in Electronic Systems
Master of Engineering (Research)
Master of Science
PhD in Electronics
Bachelor of Science (Honours) in Music Production
Bachelor of Science in Music Technology and Production
Bachelor of Science in Renewable and Electrical Energy Systems
Bachelor of Science (Honours) in Sustainable Electrical Power Systems
Bachelor of Engineering in Technology in Video and Sound Technology
Higher Certificate in Science in Video and Sound Technology.

Department of Mechanical and Automobile Engineering

Higher Certificate in Engineering in Agricultural Mechanisation
Higher Certificate in Engineering in Automobile Technology
Bachelor of Engineering (Honours) in Facilities Engineering
Bachelor of Engineering in Mechanical Engineering
Higher Certificate in Engineering in Mechanical Engineering
Master of Engineering
Bachelor of Engineering in Road Transport Technology and Management.

Department of Information Technology

Bachelor of Business (Honours) in Business Management Systems
Bachelor of Business in e-Business Management Systems
Bachelor of Business in Business Computing
Bachelor of Business (Honours) in Business Computing
Higher Certificate in Business in Business Computing
Bachelor of Business (Honours) in Business Technology
Bachelor of Science (Honours) in Computer Networks and Systems Management
Master of Science in Computing (Research)
PhD in Computing
Master of Science in Computing in Security and Digital Forensics
Bachelor of Arts in E-Business Administration Systems
Bachelor of Science (Honours) in Internet Systems Development
Bachelor of Science in Internet Systems Development
Bachelor of Science (Honours) in Multimedia Programming and Design
Bachelor of Science (Honours) in Software Development
Higher Diploma in Science in Software Development
Higher Diploma in Science in Creative Multimedia.

Department of the Built Environment

Master of Science
Bachelor of Science (Honours) in Building Surveying
Bachelor of Science (Honours) in Construction Management
Bachelor of Science (Honours) in Civil Engineering Management
Higher Certificate in Engineering in Civil and Environmental Engineering
Bachelor of Engineering in Civil Engineering
Higher Certificate in Science in Construction Practice
Higher Certificate in Engineering in GIS and Engineering Asset Management
Bachelor of Science in Construction in Health and Safety
Bachelor of Arts in Interior Design and Technology
Bachelor of Science (Honours) in Property Valuation and Management
Higher Certificate in Science in Property Valuation and Management
Bachelor of Science (Honours) in Quantity Surveying
Master of Science in Quantity Surveying
Higher Certificate in Science in Sustainable Building and Renewable Energy
Bachelor of Science in Sustainable Building and Renewable Energy
Bachelor of Science in Construction Site Management
Higher Certificate in Science in Construction.

LIT Tipperary School

Bachelor of Arts (Honours) in Accounting and Finance
Higher Certificate in Business - Clonmel
Higher Certificate in Business - Thurles
Bachelor of Business - Clonmel
Bachelor of Business - Thurles
Bachelor of Business (Honours) - Clonmel
Bachelor of Business (Honours) - Thurles
Bachelor of Business in Marketing with Languages
Certificate in International Study in Ireland
Bachelor of Arts (Honours) in Social and Community Studies
Master of Arts in Social and Economic Geography (by Research)
Higher Certificate in Science in Computing
Bachelor of Science in Computing - Thurles
Higher Certificate in Science in Creative Multimedia
Bachelor of Science in Creative Multimedia
Bachelor of Science (Honours) in Creative Multimedia
Higher Certificate in Science in Computer Services
Bachelor of Science in Computer Services Management
Bachelor of Science (Honours) in Computing (Games Design and Development)
Bachelor of Science (Honours) in Computing (Software Design and Development)
Bachelor of Science (Honours) in Computing in Software Development
Bachelor of Science in Computing in Smart Energy Systems
Bachelor of Science (Honours) in Computing in Smart Energy Systems
Bachelor of Science (Honours) in Environmental and Natural Resource Management
Higher Certificate in Science in Environmental and Natural Resource Management
Master of Science in Electricity and Energy (by Research)
Bachelor of Science in Sports Strength and Conditioning
Bachelor of Science (Honours) in Sports Strength and Conditioning
Bachelor of Science (Honours) in Digital Animation Production.

Craft Apprenticeships

Electrician
Fitter
Motor Mechanic
Carpenter / Joiner.

3.3.2 LIST OF FLEXIBLE LEARNING COURSES

School Of Art and Design

Portfolio Preparation
Advanced Portfolio Preparation
Creative Photography
Life Drawing
Introduction to Animation
Introduction to Ceramics: Form and Fire
Sewing Skills 1
History of Western Art from the Early Renaissance to Post-Impressionism
Fashion Design Summer Course
Portfolio Preparation Summer Course
Introduction to Animation Summer Course
Summer Art Workshops for Kids.

School of Business and Humanities

Department of Business Management

Certificate in Business Studies (IPA/UCD)
Diploma in Business Studies (IPA/UCD)
Bachelor of Business Studies (IPA/UCD)
Certificate in Public Management (IPA/UCD)
Diploma in Public Management (IPA/UCD)
Bachelor of Arts (Public Management) (IPA/UCD)
Master of Business in Marketing & Management Strategy
Higher Certificate in Business in Retail Management
Higher Diploma in Business Management.

Department of Humanities

Working Positively with Behaviours that Challenge
Leadership and Advocacy
Human Rights and Citizenship.

Faculty of Applied Science, Engineering and Information Technology (ASET)

Department of the Built Environment

Building CAD with Revit Architecture
Construction Project Management
Conserving Places and Spaces – An Evaluation of Historic Buildings and Areas
Commercial Management Skills – Built Environment
Research Skills – Built Environment
Communication Skills – Built Environment
Commercial IT Skills – Built Environment.

Department of Electrical & Electronic Engineering

Introduction to Audio Editing
Electronic Engineering Fundamentals (Springboard)
Electronic Engineering (Springboard)
Electrical Systems for Mechanical Personnel

Introduction to Midi Sequencing
Adobe Photoshop CS5 Foundation Level
Adobe Photoshop CS5 Intermediate Level .

Bachelor of Engineering in Manufacturing Technology

Semester 1

- Project Management
- Industrial Maintenance Systems
- Computer Aided Design
- Programmable Logic Controller Systems (PLCs)
- Mathematics 1
- HMI and SCADA
- Industrial Project.

Semester 2

- Programmable Logic Controller Systems (PLCs)
- Management Accounting and Methods
- Advanced Programmable Logic Controller Systems (PLCs)
- Energy Efficiency in Industry
- Computer Aided Manufacturing
- Quality Methods
- Industrial Project.

Bachelor of Engineering in Electrical Technology

Semester 1

- Project Management
- Industrial Maintenance Systems
- Computer Aided Design
- Programmable Logic Controller Systems (PLCs)
- Electrical Testing and Certification
- Mathematics 1
- HMI and SCADA
- Electrical Project.

Semester 2

- Programmable Logic Controller Systems (PLCs)
- Management Accounting and Methods
- Advanced Programmable Logic Controller Systems (PLCs)
- Energy Efficiency in Industry
- Electrical Testing and Certification
- Electrical Project .

Department of Mechanical and Automobile Engineering

Arc Gas & MIG Welding
Certificate in Transport Safety Management
Plant Hydraulics & Pneumatics (City & Guilds)
CNC Machining (City & Guilds)
City & Guilds Level 2 – Award in CAD Parametric Modelling (Solidworks)
City & Guilds Level 2 – Award in Computer Aided Design
City & Guilds Level 2 – Award in Computer Aided Manufacturing

Technician Certificate Awards in Mechanical, Electrical & Electronic Engineering Theory

- Option 1 – Technician Certificate in Mechanical Engineering
- Option 2 – Technician Certificate in Electrical & Electronic Engineering
- Option 3 – Technician Certificate in Mechanical, Electrical & Electronic Applications

Technician Diploma Awards in Mechanical & Electrical Engineering Design & Manufacturing Options

- Option 1 – Technician Diploma Awards in Engineering Theory: Manufacturing
- Option 2 – Technician Diploma Awards in Mechanical & Electrical Engineering Theory: Design & Manufacturing
- Option 3 – Technician Diploma Awards in Mechanical Engineering Theory: Plant Technology

Advanced Technician Diploma Awards in Mechanical Engineering Theory: Manufacturing, Design & Manufacturing Options

- Option 1 – Advanced Diploma in Mechanical Engineering Theory: Manufacturing Option
- Option 2 – Advanced Diploma in Mechanical & Electrical Engineering Theory: Design & Manufacture
- Option 3 – Advanced Diploma in Mechanical & Electrical Engineering Theory: Plant Technology
- Option 4 – Advanced Diploma in Mechanical Engineering Theory: Plant Technology.

Department of Information Technology

Computers for Beginners (Equalskills) – An ECDL Programme for Complete Beginners

European Computer Driving Licence (ECDL)

Advanced European Computer Driving Licence (ECDL)

Website Design

CISCO Certified Network Associate.

Department of Applied Science

Diploma in Quality Management Part 1 (EIQA)

Diploma in Quality Management Part 2 (EIQA)

Introduction to Occupational Health & Safety (NISO)

Introduction to Environmental Sustainability and Integrated Waste Management

Nutrition and diet

Essential Food Safety and Hygiene Skills (Level 1) for general food workers.

LIT Tipperary School Flexible Learning Courses offered 2013-2014

Department of Business, Education and Social Sciences

Business

Certified Accounting Technician (CAT) (ACCA)

Foundations in Accountancy (ACCA)

Certificate in Management (Minor Award)

Business (Level 6, Higher Certificate)

Marketing and French (Level 6, Certificate – Special Purpose Award)

Marketing and German (Level 6, Certificate – Special Purpose Award)

Diversity through Sport (Level 6, Certificate – Special Purpose Award)

Certificates in Languages – French, German, Gaelige.

Education

Leadership and Management in Education (Level 7, Special Purpose Award) .

Social Sciences

Professional Coaching Skills (Level 7, Certificate – Special Purpose Award)

Adlerian Psychology and Counselling (Level 6, Certificate - Special Purpose Award)

Jungian Psychology with Art Therapy (Level 6, Certificate - Special Purpose Award)

Addiction Counselling (Level 7, Certificate - Special Purpose Award)

Addiction Studies (Level 6, Certificate – Special Purpose Award)

Leadership and Advocacy (LIT Certificate of Attendance).

Department of Technology and Flexible Learning

Renewable Energy Development (Level 6, Certificate - Special Purpose Award)

Domestic Sustainable Energy (Level 6, Certificate – Special Purpose Award)

Geographical Information Systems (GIS) (Level 6, Certificate – Special Purpose Award)

Diploma in Quality Management Part 1 (Level 7, EIQA Diploma) .

Diploma in Quality Management Part 2 (Level 7, EIQA Diploma)

Introduction to Occupational Health & Safety (Certificate accredited by NISO).

3.4 EXTERNAL EXAMINERS

Courses in the School of Art and Design

Bachelor of Arts (Hons) in Fine Art (Painting)

Ms. Anne Ryan
Dr. Brendan Rooney

Bachelor of Arts (Hons) in Fine Art (Printmaking)

Ms. Jo Stockham
Dr. Brendan Rooney

Bachelor of Arts (Hons) in Fine Art (Sculpture & Combined Media)

Ms. Amanda Coogan
Dr. Brendan Rooney

Bachelor of Arts (Hons) in Graphic Design

Mr. David Wall
Ms. Ann Geaney

Bachelor of Arts (Hons) in Ceramic Design

Ms. Kyra Cane
Ms. Ann Geaney

Bachelor of Arts (Hons) in Fashion Design

Ms. Cecilia Langemar
Ms. Ann Geaney

Higher Diploma in Art for Art & Design Teachers

Prof. Glen Coutts
Dr. Maura Cunneen

Master of Arts in Art & Design (Social Practice and the Creative Environment)

Mr. Sean Miller

Master of Arts in Art & Design Education

Mr. Carlos Dekeyrel

Art & Design Year 1 (Main Study – Design)

Mr. Leslie Reed

Art & Design Year 1 (Main Study – Fine Art)

Mr. David Lilburn

Bachelor of Science (Honours) in Digital Animation Production

Dr. David Irwin

Bachelor of Science (Honours) in IT in Creative Multimedia

Dr. David Irwin
Ms. Cindy O'Shea

Bachelor of Science in IT in Creative Multimedia

Dr. David Irwin
Ms. Cindy O'Shea

Higher Certificate in Science in IT in Creative Multimedia

Dr. David Irwin
Ms. Cindy O'Shea

Courses in the Faculty of Applied Science, Engineering and Information Technology

---

Department of the Built Environment

Higher Certificate in Science in. Construction

Mr. James Kilduff
Mr. Luke Duffy

Bachelor of Science in Construction in Site Management

Mr. James Kilduff
Mr. Luke Duffy

Bachelor of Science in Construction in Health & Safety

Mr. James Kilduff
Mr. Luke Duffy
Mr. John Kennedy

Higher Certificate in Engineering in Civil Engineering

Dr. Joseph R. Harrington
Mr. Jim McGuire

Bachelor of Engineering in Civil Engineering

Dr. Joseph R. Harrington
Mr. Jim McGuire

Bachelor of Science in Construction in Site Management

(3 Year Programme)

Mr. James Kilduff
Mr. Luke Duffy

Bachelor of Science in Construction in Health & Safety

(3 Year Programme)

Mr. John Kennedy
Mr. James Kilduff
Mr. Luke Duffy

Bachelor of Engineering in Civil Engineering (3 Year Programme)

Dr. Joseph R. Harrington
Mr. Jim McGuire

Practice & Reflection in Teaching & Learning

(Special Purpose Award)

Dr. Ted Fleming

Higher Certificate in Science in Construction Practice

Mr. Peter Clarke
Mr. Colin McNamara

Bachelor of Arts in Interior Design & Technology

Ms. Katherine Keane
Ms. Edel Moloney

Higher Certificate in Science in Interior Design Technology

Ms. Katherine Keane
Ms. Edel Moloney

Higher Certificate in Engineering in GIS & Engineering Asset Management

Mr. Alain Cheneaux

Bachelor of Science (Honours) in Construction Management

Dr. Sam Wamuziri
Mr. Tom Enright

Bachelor of Science (Honours) in Property Valuation & Management

Mr. P.J. Power
Dr. Lesley Anne Hemphill

Bachelor of Science (Honours) in Quantity Surveying

Ms. Gillian Carey
Mr. Andrew Thompson

Bachelor of Science (Honours) in Civil Engineering Management

Dr. Sam Wamuziri
Mr. Tom Enright

Bachelor of Science (Honours) in Building Surveying

Mr. Anthony Burke
Mr. Patrick McSweeney

Bachelor of Science in Sustainable Building & Renewable Energy

Dr. Keelin Leahy
Thomas O'Flynn

Higher Certificate in Science in Sustainable Building & Renewable Energy

Mr. Thomas O'Flynn
Dr. Keelin Leahy

Higher Certificate in Science in Property Valuation & Management

Mr. P.J. Power
Dr. Lesley Anne Hemphill

M.Sc. in Quantity Surveying (Sustainable Public Building)

Mr. Michael Hogan
Dr. Lesley Anne Hemphill

Courses in the School of Business and Humanities

Department of Business Management

Higher Certificate in Business in Marketing & Management

Mr. Walaa-Eldeen Bakry
Mr. Gary Reynolds
Ms. Allison Kenneally
Mr. James Kearns

Higher Certificate in Business in Marketing & Management - French

Dr. Riana Walsh

Bachelor of Business in Marketing & Management

Mr. Conor Kelleher

Bachelor of Business (Honours) in Marketing & Management

Mr. Cian Quilty
Ms. Allison Kenneally

Bachelor of Business (Hons) in Marketing & Management (4 Year Programme)

Mr. Walaa-Eldeen Bakry
Mr. Gary Reynolds

Ms. Allison Kenneally

Mr. Cian Quilty
Mr. Conor Kelleher
Mr. James Kearns

Bachelor of Business (Hons) in Marketing & Management (4 Year Programme) – French

Dr. Riana Walsh

Master of Business in Marketing & Management Strategy

Mr. James Kearns
Mr. Declan Doyle

Higher Diploma in Business

Ms. Patricia Medcalf

Certificate in Marketing & German (Special Purpose Award)

Ms. Eimear Kelly

Bachelor of Business (Hons) in Entrepreneurship

Mr. Gary Reynolds
Mr. James Kerns

Department of Finance and Professional Studies

Higher Certificate in Business in Accounting & Finance

Ms. Mary Kelly
Mr. Patrick Fitzgerald
Ms. Allison Kenneally

Bachelor of Business in Accounting & Finance

Mr. Patrick Mulcahy
Prof. Shane Kilcommins

Bachelor of Business (Hons) in Accounting & Finance

Mr. John Currie
Ms. Allison Kenneally

Bachelor of Business (Honours) in Law & Taxation

Dr. Thomas McCluskey
Mr. Terence Sheridan
Ms. Allison Kenneally
Prof. Shane Kilcommins
Mr. John Currie
Ms. Una Wodds

Bachelor of Business (Hons) in Accounting & Finance (4 Year Programme)

Mr. Patrick Fitzgerald
Mr. John Currie
Ms. Allison Kenneally
Mr. Patrick Mulcahy
Ms. Mary Kelly
Prof. Shane Kilcommins

Higher Certificate in Business in Legal Studies & Taxation

Dr. Thomas McCluskey
Mr. Terence Sheridan
Ms. Allison Kenneally
Prof. Shane Kilcommins

Bachelor of Arts (Honours) in Business Studies with Event Management

Mr. Tomas Mangan
Mr. Terence Sheridan
Mr. Declan Doyle
Dr. David Irwin
Mr. Colin Gilligan
Ms. Niamh Foley
Ms. Breda Hickey

Bachelor of Arts (Honours) in Business Studies with Event Management – French

Dr. Riana Walsh

Bachelor of Arts (Honours) in Business with Tourism Management

Mr. Terence Sheridan
Mr. Declan Doyle
Dr. David Irwin
Mr. Colin Gilligan
Ms. Breda Hickey
Mr. Tomas Mangan
Ms. Niamh Foley

Bachelor of Arts (Honours) in Business with Tourism Management – French

Dr. Riana Walsh

Bachelor of Business (Hons) in Business with Sports Management

Mr. Terence Sheridan
Dr. David Irwin
Mr. Declan Doyle
Mr. Tomas Mangan
Ms. Breda Hickey
Mr. Orla Prendergast
Ms. Niamh Foley

Higher Certificate in Arts in Sports Coaching & Development

Ms. Ita O'Connell
Mr. Terence Sheridan
Mr. Declan Doyle

Higher Certificate in Business Studies in Front Office Management

Dr. James Hanrahan
Mr. Terence Sheridan
Mr. Declan Doyle
Mr. Colin Gilligan
Dr. David Irwin

Higher Certificate in Business Studies in Front Office Management - French

Dr. Riana Walsh

Department of Humanities

Bachelor of Arts (Honours) in Applied Social Studies in Social Care

Mr. Oliver Hegarty
Ms. Roisin Lane
Ms. Fionnuala Hunter
Mr. Joseph F. Tierney
Dr. David Irwin
Mr. Sean McEntee
Mr. Declan Doyle
Ms. Niamh Foley

Higher Certificate in Arts in Hospitality Studies

Mr. Ciaran OhAnnrachain
Mr. T.J. O'Connor

Higher Certificate in Arts in Culinary Arts

Mr. T.J. O'Connor

Bachelor of Arts in Culinary Arts

Ms. Lorain Walsh

Master of Arts in Social Care Management

Ms. Sharon Lambley
Mr. Joseph F. Tierney

Courses in the Faculty of Applied Science, Engineering and Information Technology

Department of Applied Science

Higher Certificate in Science in Applied Chemistry

Dr. Sandra Lenihan
Mr. John O'Keeffe
Dr. Joanna Mason

Higher Certificate in Science in Environmental & Analytical Science

Dr. James Moran
Dr. Padraic Larkin
Dr. Joanna Mason

Bachelor of Science in Environmental & Chemical Analysis

Dr. James Moran
Dr. Padraic Larkin
Dr. Joanna Mason

Bachelor of Science in Chemical Instrumentation / Analytical Methods

Dr. Sandra Lenihan
Mr. John O'Keeffe

Bachelor of Science (Honours) in Chemical Instrumentation and Analysis

Dr. Sandra Lenihan
Mr. John O'Keeffe

Higher Certificate in Science in Applied Biology

Dr. Siobhan McClean
Ms. Riona Doherty
Dr. Joanna Mason

Bachelor of Science in Applied Biology

Ms. Riona Doherty
Dr. Siobhan McClean
Dr. Joanna Mason

Bachelor of Science (Honours) in Bio-Analysis & Biotechnology

Dr. Siobhan McClean
Dr. Padraic Larkin

Bachelor of Science in Pharmaceutical & Forensic Analysis

Prof. Michael B. Lambert
Dr. Daniel McSweeney
Dr. Joanna Mason

Bachelor of Science (Honours) in Pharmaceutical & Forensic Analysis

Prof. Michael B. Lambert
Dr. Daniel McSweeney
Dr. Joanna Mason

Bachelor of Science (Honours) in Drug & Medicinal Product Analysis

Dr. Sandra Lenihan
Dr. Joanna Mason
Mr. John O'Keeffe

Master of Science in Analytical Science with Research & Quality Management

Dr. John O'Reilly
Dr. Ciaran McLaughlin

Postgraduate Diploma in Analytical Science with Research & Quality Management (Embedded Award)

Dr. John O'Reilly
Dr. Ciaran McLaughlin

L9 Certificate in Analytical Science Techniques (Embedded Award)

Dr. John O'Reilly
Dr. Ciaran McLaughlin

L9 Certificate in Project Management & Lean Six Sigma

Dr. John O'Reilly
Dr. Ciaran McLaughlin

Bachelor of Science (Honours) in Environmental & Natural Resource Management

Prof. Richard Moles
Ms. Ruth Hennessy
Ms. Cindy O'Shea

Bachelor of Science in Environmental & Natural Resource Management

Prof. Richard Moles
Ms. Ruth Hennessy
Ms. Cindy O'Shea

Higher Certificate in Science in Environmental & Natural Resource Management

Prof. Richard Moles
Ms. Ruth Hennessy
Ms. Cindy O'Shea

Department of Electrical and Electronic Engineering

Bachelor of Engineering in Electronic Engineering

Dr. Oliver P. Gough
Ms. Fionnuala Callan

Bachelor of Science (Honours) in Electronic Systems

Dr. Daniel Riordan
Dr. Michael J. Connelly

Bachelor of Engineering in Automation & Control Technology

Mr. Barry Curry
Dr. Ciaran MacNamee

Higher Certificate in Engineering in Technology in Video & Sound Technology

Mr. Matthew Kelly
Dr. Yvonne Kennedy

Bachelor of Engineering in Video and Sound Technology

Mr. Matthew Kelly
Dr. Yvonne Kennedy

Bachelor of Engineering in Technology in Manufacturing Engineering

Mr. Michael Kenny

Bachelor of Science in Renewable & Electrical Energy Systems

Mr. Chris Gibbons
Dr. Patrick Hartigan

Bachelor of Science in Music Technology & Production

Mr. Enda Grennan
Mr. Philip Manzor

Bachelor of Science (Honours) in Sustainable Energy Management

Mr. Chris Gibbons
Dr. Patrick Hartigan

Bachelor of Science (Honours) in Audio & Video Production

Ms. Rosemary Day
Dr. Gordon Delap

Bachelor of Science (Hons) in Music Production

Ms. Rosemary Day
Dr. Gordon Delap

Bachelor of Engineering in Electrical Technology

Mr. Michael Kenny

Department of Mechanical and Automobile Engineering

Higher Certificate in Engineering in Automobile Technology

Mr. Kevin Delaney
Mr. Joseph Power

Higher Certificate in Engineering in Mechanical & Manufacturing Engineering

Mr. Kenneth Corless
Dr. Olivia McDermott

Higher Certificate in Engineering in Agricultural Mechanisation

Mr. James Carroll
Dr. Tony Woodcock

Bachelor of Engineering in Mechanical Engineering

Mr. Kenneth Corless
Dr. Olivia McDermott

Bachelor of Engineering in Road Transport Technology & Management

Mr. Kevin Delaney
Prof. Jim Saker

Bachelor of Engineering in Facilities Engineering

Mr. Michael O'Flaherty
Mr. Paul McGibney



Department of Information Technology

Higher Certificate in Business in Business Computing

Dr. Oisín Cawley
Mr. Keith McManus
Mr. Liam Hourihane

Bachelor of Business in Business Computing

Dr. Oisín Cawley
Mr. Keith McManus
Mr. Liam Hourihane

Bachelor of Business (Honours) in Business Computing

Dr. Oisín Cawley
Mr. Keith McManus
Mr. Liam Hourihane

Higher Certificate in Business in Business Computing /French

Dr. Riana Walsh

Bachelor of Science (Honours) in Software Development

Mr. Paul Powell
Dr. Marian Ventuneac
Mr. Brian Gillespie
Dr. Anthony Keane
Mr. Keith McManus
Mr. Liam Hourihane

Bachelor of Science (Honours) in Multimedia Computing with Design

Dr. Brian Nolan
Mr. Trevor Hogan
Dr. Marian Ventuneac
Dr. Anthony Keane
Mr. Nigel McKelvey
Mr. Keith McManus
Mr. Liam Hourihane
Mr. Brian Gillespie

Bachelor of Science (Honours) in Computer Networks and Systems Management

Dr. Marian Ventuneac
Mr. Keith McManus
Mr. Liam Hourihane
Dr. Oisín Cawley
Dr. Anthony Keane

Bachelor of Arts in eBusiness Management Systems

Dr. Oisín Cawley
Mr. Keith McManus
Mr. Liam Hourihane

M.Sc. in Computing

Dr. Anthony Keane
Dr. Marian Ventuneac

Bachelor of Business (Honours) in Business Management Systems

Dr. Oisín Cawley
Mr. Keith McManus
Mr. Liam Hourihane

Bachelor of Science in Internet Systems Development

Mr. Paul Powell
Dr. Brian Nolan
Mr. Liam Hourihane
Mr. Nigel McKelvey
Mr. Keith McManus
Mr. Brian Gillespie

Bachelor of Science (Honours) in Internet Systems Development

Mr. Paul Powell
Dr. Brian Nolan
Mr. Keith McManus
Dr. Anthony Keane
Dr. Marian Ventuneac
Mr. Nigel McKelvey

Higher Diploma in Creative Multimedia Programming

Mr. Trevor Hogan
Dr. Brian Nolan

Higher Diploma in Software Development

Mr. Paul Powell
Dr. Brian Nolan

Bachelor of Science (Honours) in Internet Systems Development (Ab-initio Programme)

Mr. Paul Powell
Dr. Anthony Keane
Mr. Nigel McKelvey
Dr. Brian Nolan
Dr. Marian Ventuneac
Mr. Liam Hourihane
Mr. Keith McManus
Mr. Brian Gillespie

Bachelor of Business (Honours) in Business Technology (Information Systems)

Dr. Oisín Cawley
Mr. Keith McManus
Mr. Liam Hourihane

Bachelor of Business (Honours) in Business Technology (Management)

Dr. Oisín Cawley
Mr. Keith McManus
Mr. Liam Hourihane

LIT Tipperary School

Higher Certificate in Business with Office Technologies

Mr. Cathal Kearney
Dr. Martin Quinn
Ms. Catherine Murphy
Ms. Cindy O'Shea

Higher Certificate in Business

Mr. Cathal Kearney
Dr. Martin Quinn
Ms. Catherine Murphy
Ms. Cindy O'Shea

Higher Certificate in Business/ French

Dr. Ruth Harris

Higher Certificate in Business/ German

Ms. Eimear Kelly

Bachelor of Business

Mr. Cathal Kearney
Dr. Martin Quinn
Ms. Catherine Murphy
Ms. Cindy O'Shea

Bachelor of Business / French

Dr. Ruth Harris

Bachelor of Business/ German

Ms. Eimear Kelly

Bachelor of Business (Honours)

Mr. Cathal Kearney
Dr. Martin Quinn
Ms. Catherine Murphy
Ms. Cindy O'Shea

Bachelor of Business (Honours) / French

Dr. Ruth Harris

Bachelor of Business (Honours)/ German

Ms. Eimear Kelly

Bachelor of Business in Marketing

Mr. Cathal Kearney
Dr. Martin Quinn
Ms. Catherine Murphy
Ms. Cindy O'Shea

Bachelor of Business in Marketing with Languages

Mr. Cathal Kearney
Dr. Martin Quinn
Ms. Catherine Murphy
Ms. Cindy O'Shea

Bachelor of Arts (Honours) in Accounting & Finance

Dr. Martin Quinn
Ms. Cindy O'Shea
Ms. Catherine Murphy

Bachelor of Science (Honours) in Sports Strength & Conditioning

Mr. Gerry Fitzpatrick
Ms. Cindy O'Shea
Mr. Cathal Kearney
Ms. Catherine Murphy

Bachelor of Science in Sports Strength & Conditioning

Mr. Gerry Fitzpatrick
Ms. Cindy O'Shea
Mr. Cathal Kearney
Ms. Catherine Murphy

Higher Certificate in Science in Computing

Dr. Michael English
Ms. Cindy O'Shea

Bachelor of Science in Computing

Dr. Michael English
Mr. Cathal Kearney
Ms. Cindy O'Shea

Bachelor of Science (Honours) in Computing in Games Design & Development

Dr. Michael English
Mr. Cathal Kearney
Ms. Cindy O'Shea

Bachelor of Science (Honours) in Computing in Software Design & Development

Dr. Michael English

Higher Certificate in Science Computer Services Management

Dr. Michael English
Mr. Cathal Kearney
Ms. Cindy O'Shea

Bachelor of Science in Computer Services Management

Dr. Michael English
Mr. Cathal Kearney
Ms. Cindy O'Shea

Bachelor of Science (Honours) in Computing in Smart Sustainable Energy Technologies

Dr. Michael English
Mr. Cathal Kearney
Ms. Cindy O'Shea

Bachelor of Science in Computing in Smart Sustainable Energy Technologies

Dr. Michael English
Mr. Cathal Kearney
Ms. Cindy O'Shea

Bachelor of Arts (Honours) in Social & Community Studies

Dr. Colm O'Doherty

Certificate in Domestic Sustainable Energy (Special Purpose Award)

Mr. Chris Gibbons

Certificate in Renewable Energy Development (Special Purpose Award)

Mr. Chris Gibbons

Certificate in Jungian Psychology with Art Therapy (Special Purpose Award)

Ms. Mary Smail

Certificate in Coaching Skills (Special Purpose Award)

Ms. Mary Lawless

Certificate in Leadership & Management in Education (Special Purpose Award)

Ms. Nuala Harding

Certificate in Adlerian Counselling (Special Purpose Award)

Ms. Mary Fahey

Diploma in Addiction Counselling (Special Purpose Award)

Mr. Johnny Casey

Certificate in GIS (Special Purpose Award)

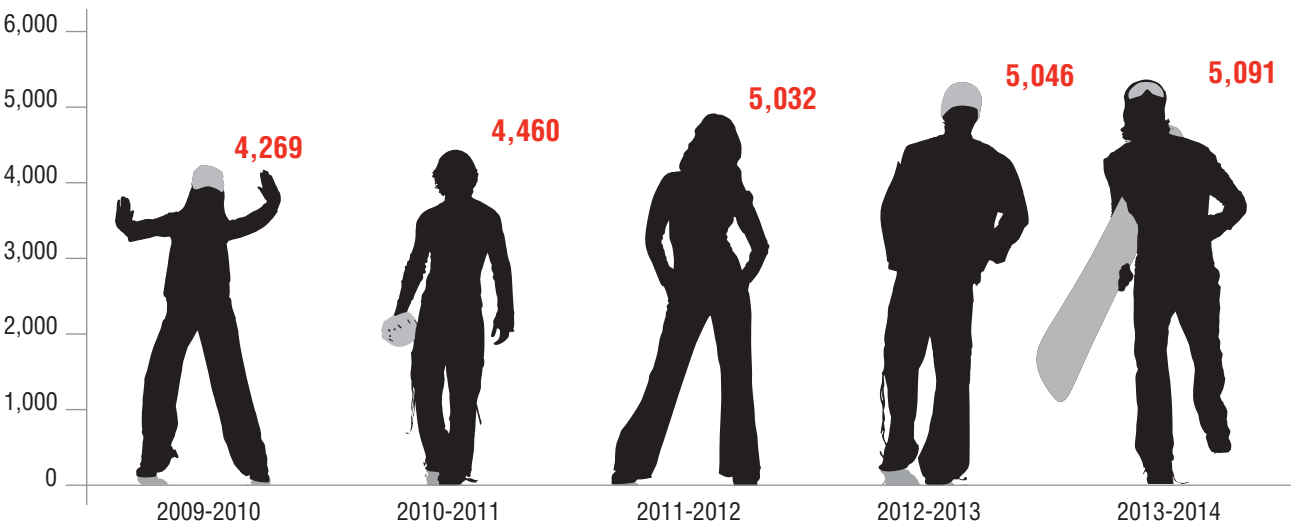
Prof. Richard Moles

Certificate in Marketing & French (Special Purpose Award)

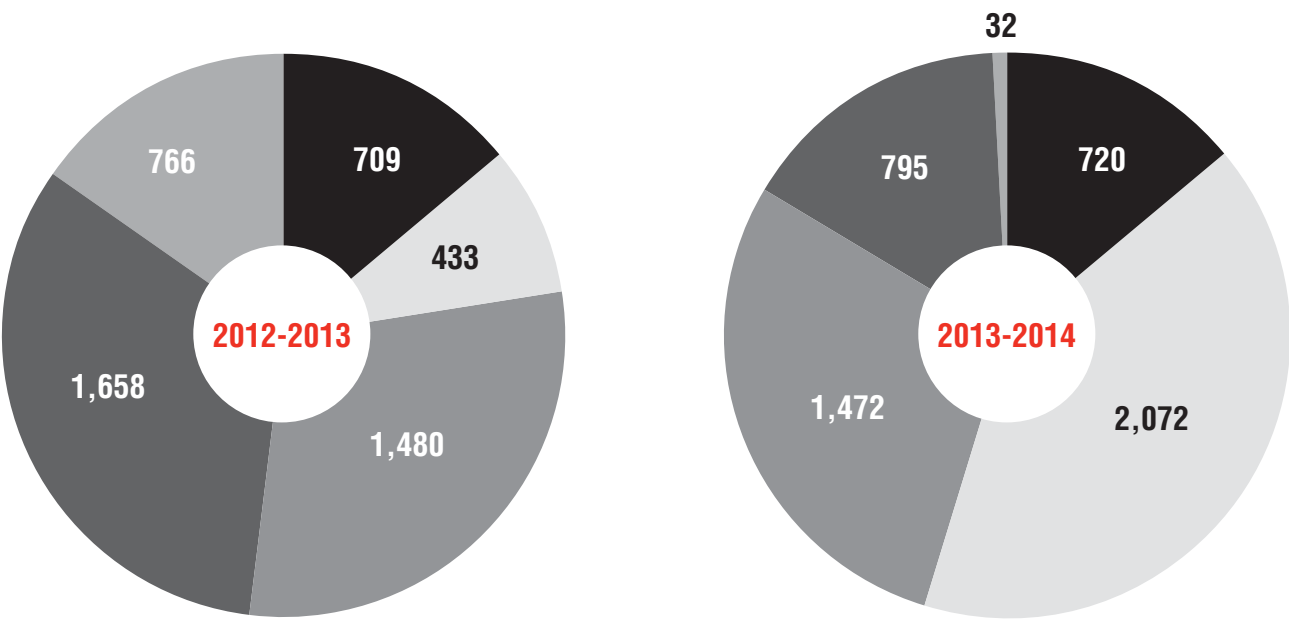
Dr. Ruth Harris
Mr. Cathal Kearney

3.5 STUDENT NUMBERS ANALYSIS

3.5.1 STUDENTS REGISTERED ON FULL-TIME THIRD LEVEL COURSES BY YEAR: 5 YEAR TREND

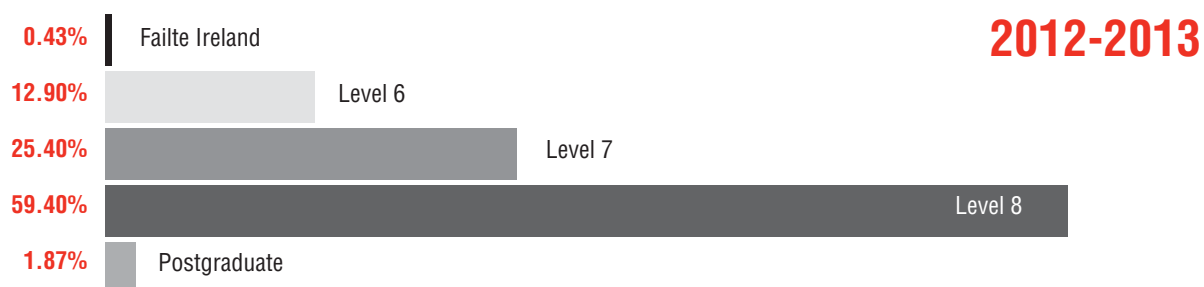
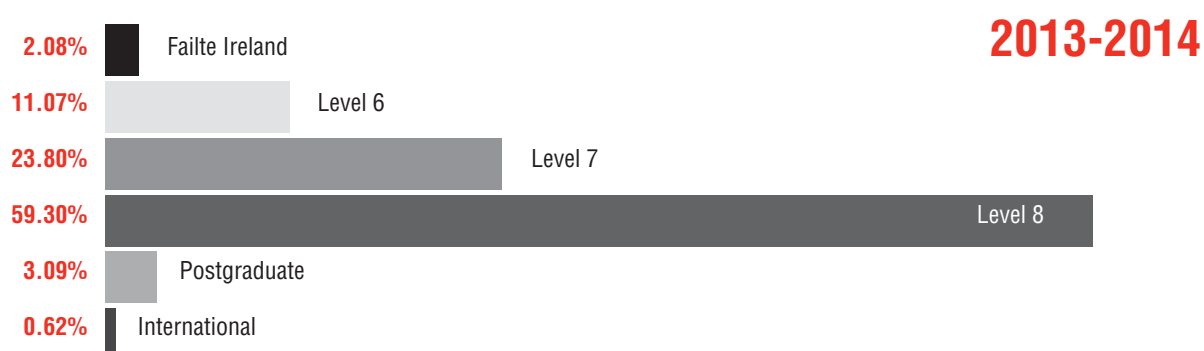


STUDENTS REGISTERED ON FULL-TIME THIRD LEVEL COURSES BY YEAR: PROGRESSION OF GROWTH OVER 2 YEARS

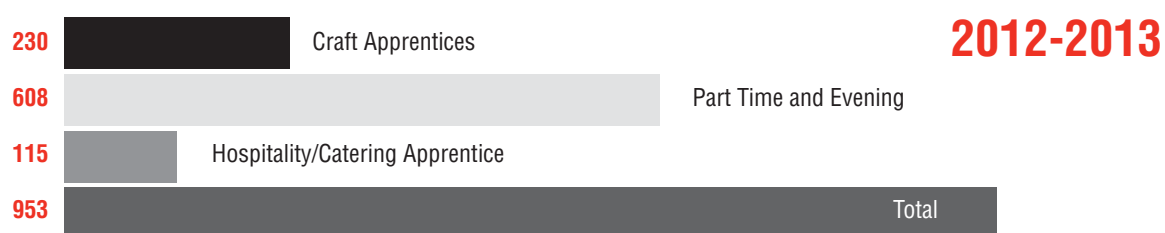
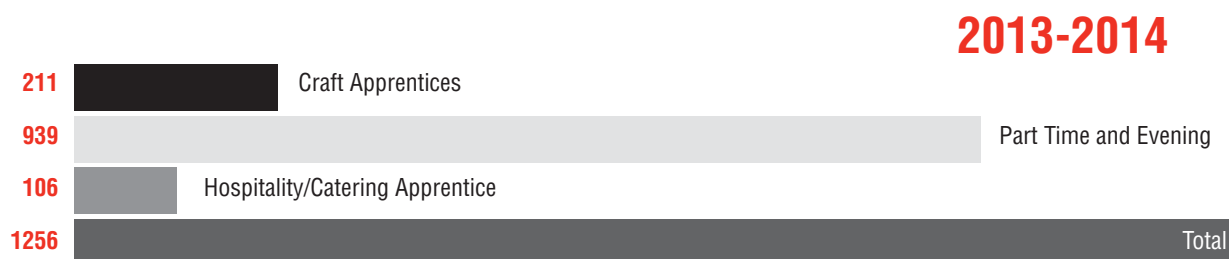


2012-2013		2013-2014	
School of Art and Design	709	School of Art and Design	720
School of the Built Environment	433	Faculty of ASET	2,072
School of Business and Humanities	1,480	School of Business and Humanities	1,472
School of Science Engineering and IT	1,658	LIT Tipperary School	795
LIT Tipperary School	766	International Office	32

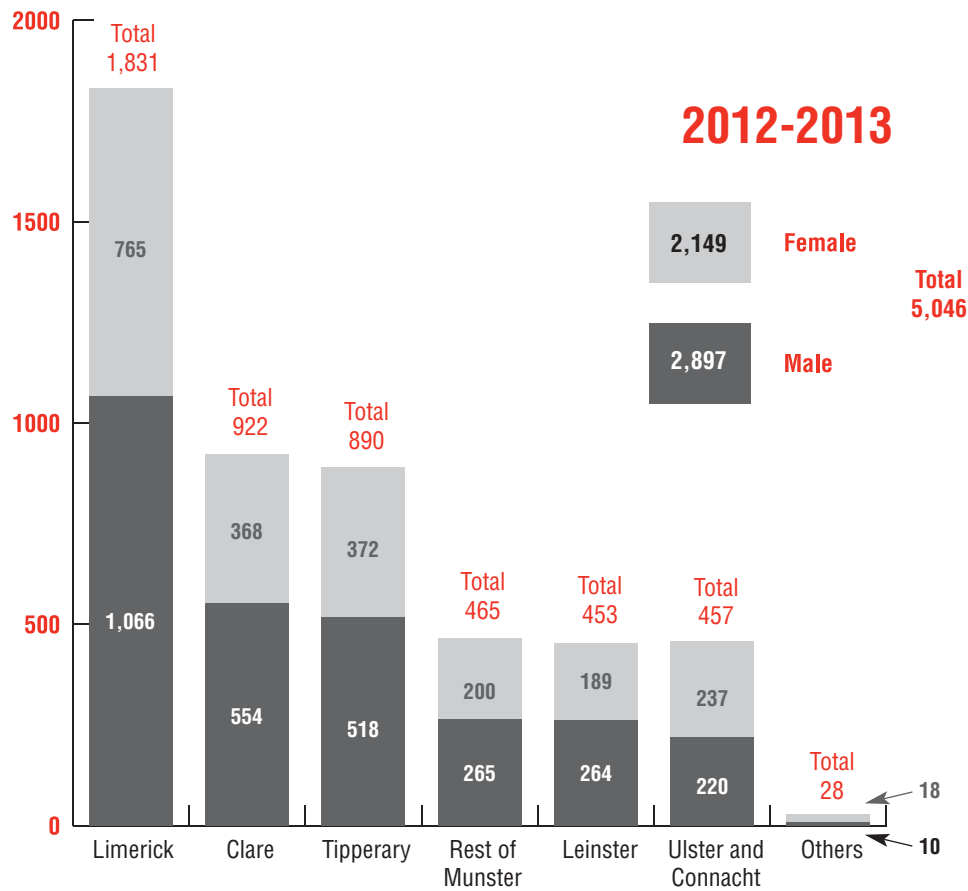
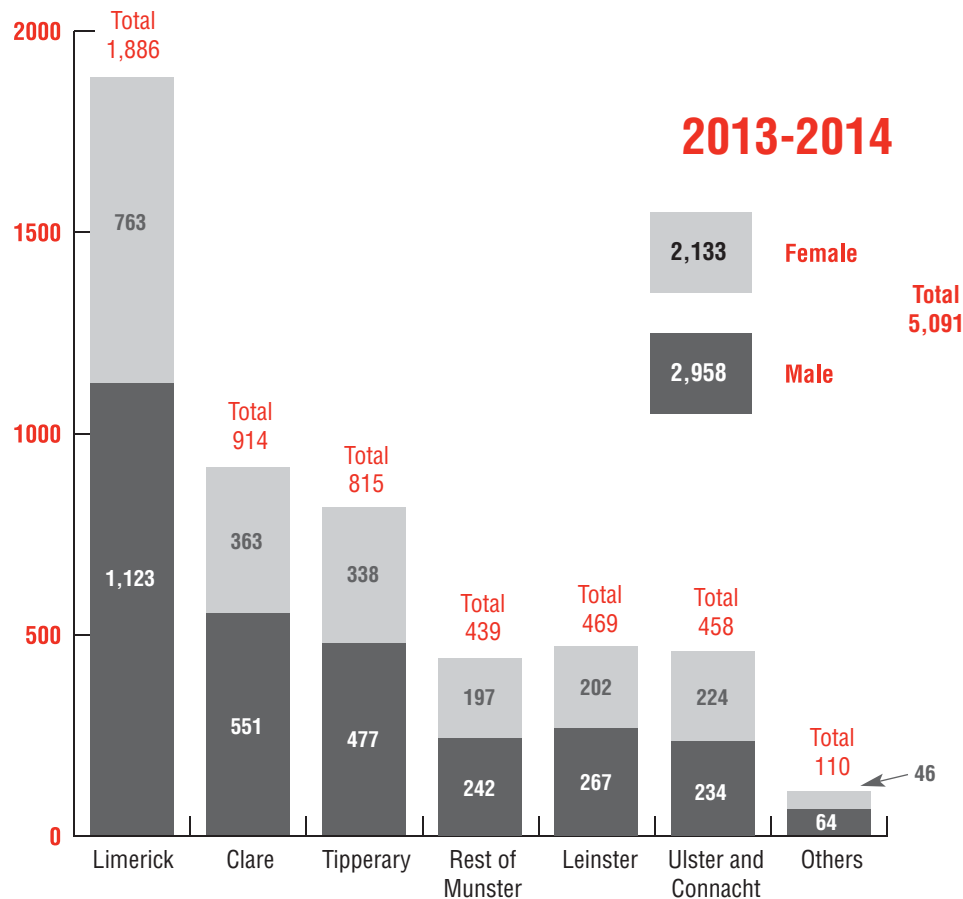
3.5.2 WHOLE-TIME EQUIVALENT STUDENTS REGISTERED ON ALL COURSES BY YEAR AND BY QUALIFICATION TYPE OVER 2 YEARS



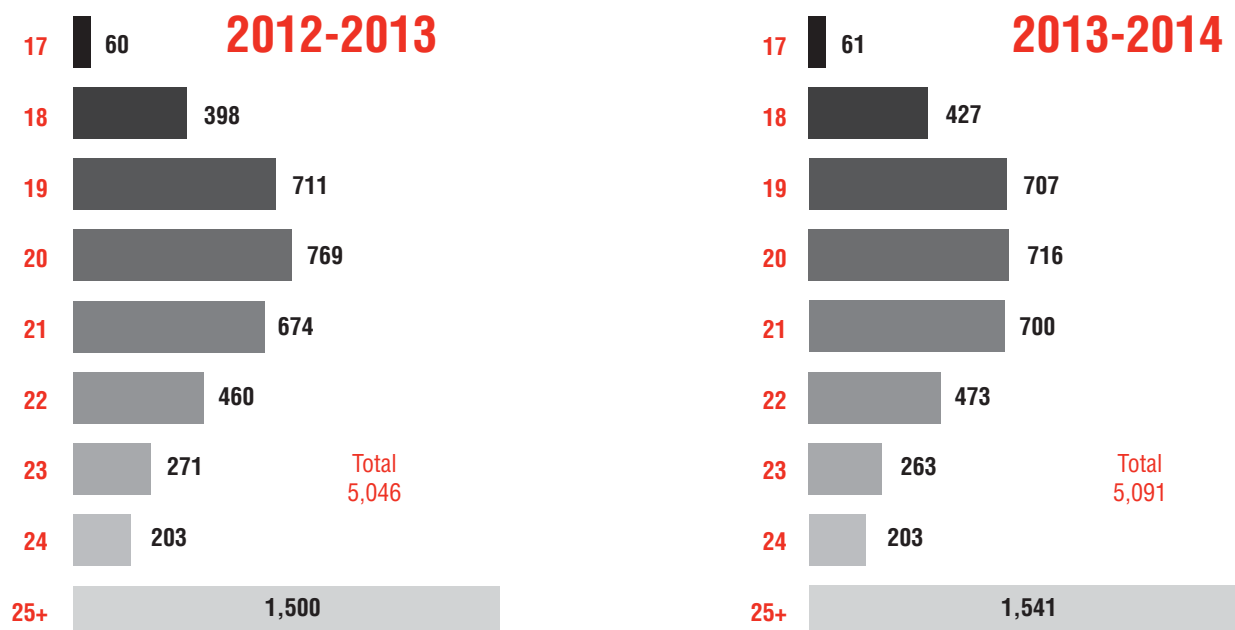
3.5.3 STUDENTS REGISTERED ON PART-TIME COURSES / FULL-TIME CRAFT APPRENTICES BY YEAR



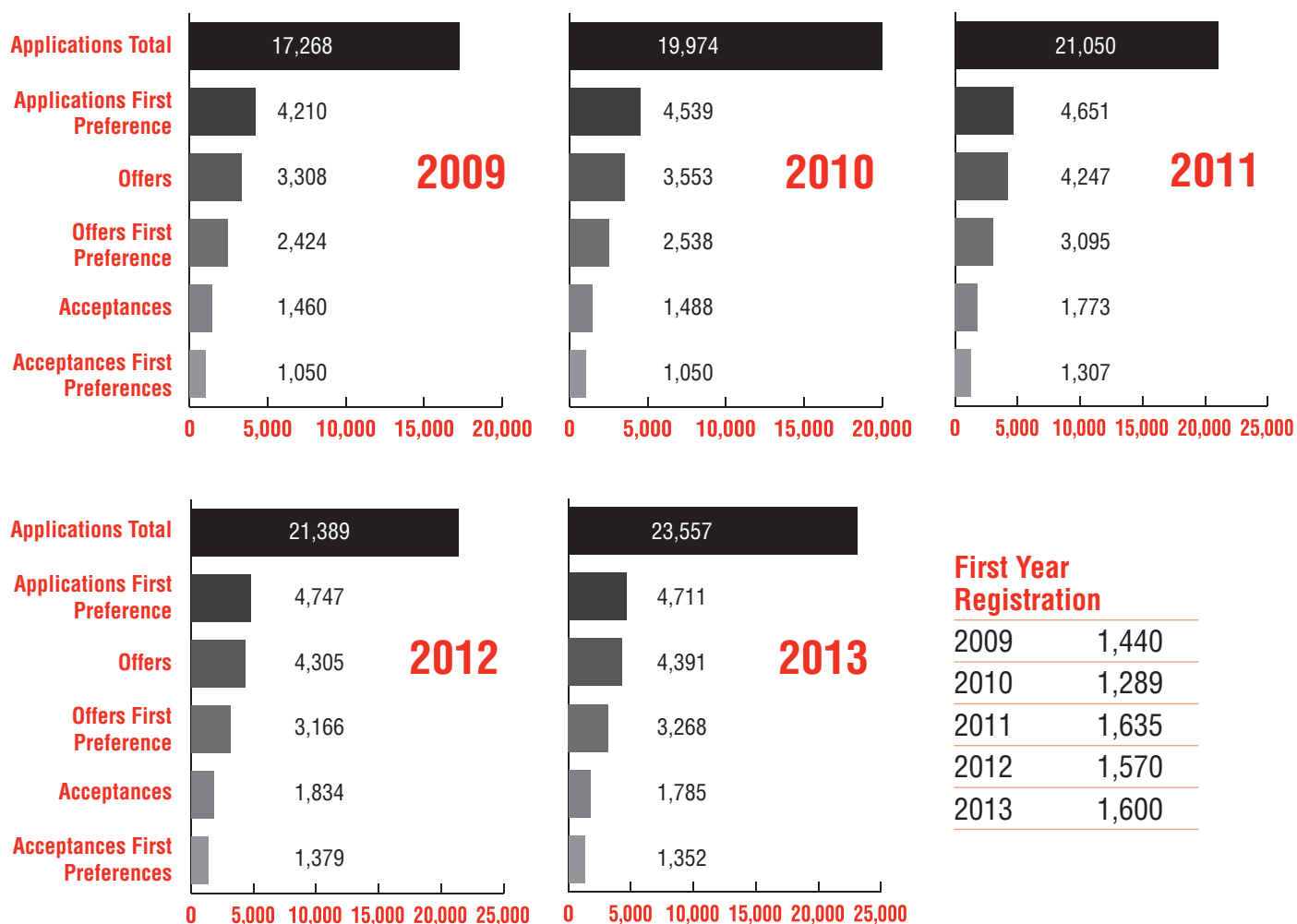
3.5.4 DOMICILIARY ORIGIN AND GENDER OF FULL-TIME STUDENTS



3.5.5 AGE PROFILE OF FULL-TIME STUDENTS

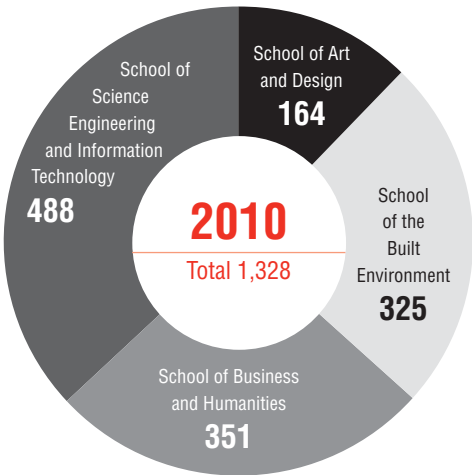
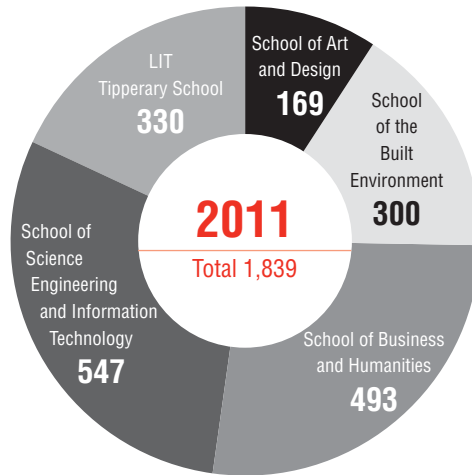
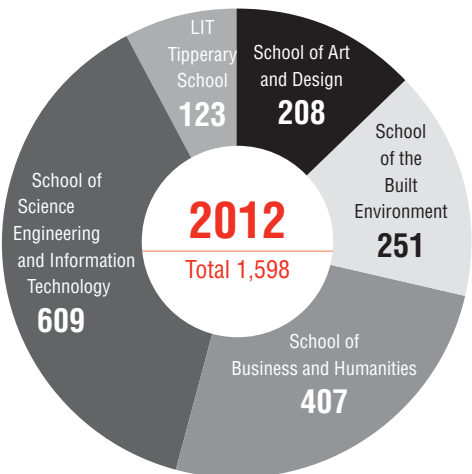
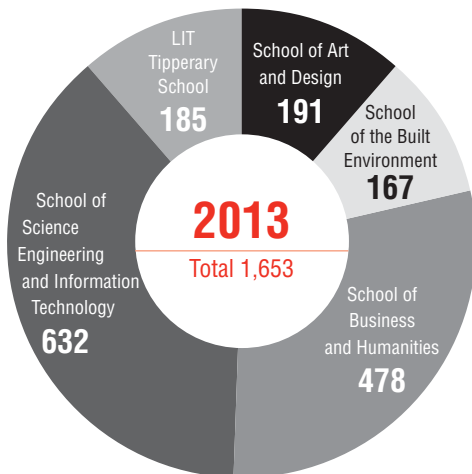
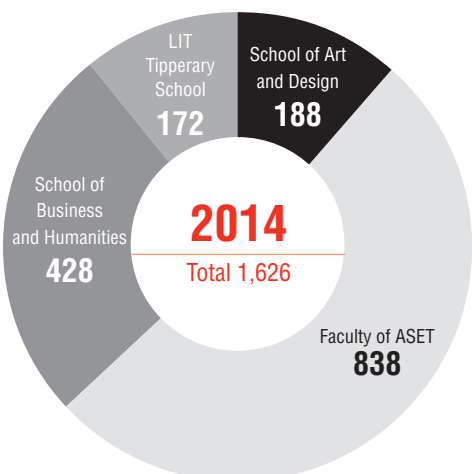


3.5.6 APPLICATIONS, OFFERS & ACCEPTANCES – FULL TIME THIRD LEVEL

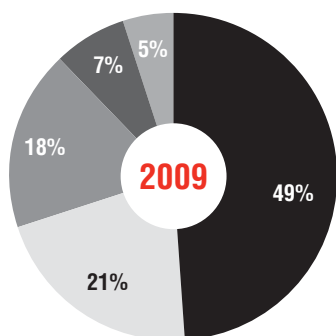


3.5.7 GRADUATES

(Note these figures include only LIT, HETAC and FETAC awards)

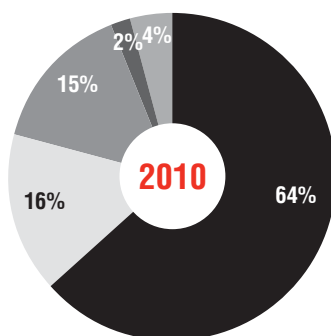


3.5.8 FIRST DESTINATION OF GRADUATES



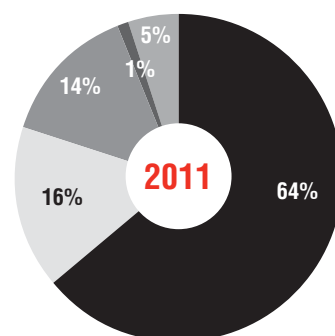
2009

In Employment	49%
In Further Study or Training	21%
Seeking Employment	18%
Not available for Employment or Study	7%
Unpaid/Employment/Volunteering	5%



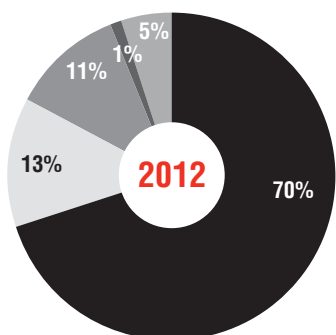
2010

In Employment	64%
In Further Study or Training	16%
Seeking Employment	15%
Not available for Employment or Study	2%
Unpaid/Employment/Volunteering	4%



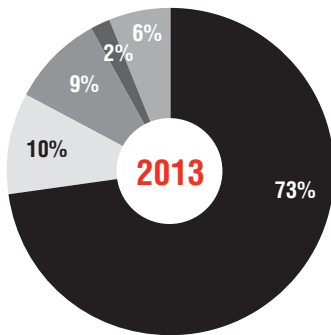
2011

In Employment	64%
In Further Study or Training	16%
Seeking Employment	14%
Not available for Employment or Study	1%
Unpaid/Employment/Volunteering	5%



2012

In Employment	70%
In Further Study or Training	13%
Seeking Employment	11%
Not available for Employment or Study	1%
Unpaid/Employment/Volunteering	5%



2013

In Employment	73%
In Further Study or Training	10%
Seeking Employment	9%
Not available for Employment or Study	2%
Unpaid/Employment/Volunteering	6%

3.6 SPECIAL MERIT AWARDS

DEPARTMENT OF THE BUILT ENVIRONMENT

THE ALLIED IRISH BANKS AWARD

For excellence on the Higher Certificate in Construction Practice
Awarded to: Tim Sheehan

THE C.I.O.B. AWARD

For excellence in the Final Year Project on the B.Sc. in Construction in Site Management
Awarded to: Thomas Ryan

THE P. J. HEGARTY & SONS AWARD

For excellence on the B.Sc. in Construction in Health & Safety
Awarded to: Cian Moloney

THE ROADSTONE WOOD GROUP AWARD

For excellence on the Higher Certificate in Engineering in Civil and Environmental Engineering
Awarded to: Richard Cooke

THE PUNCH CONSULTING ENGINEERS AWARD

For excellence on the B. Eng. in Civil Engineering
Awarded to: Kevin O Farrell

THE AIDAN FEENEY PERPETUAL AWARD

For excellence in the subject "Highways" on the B. Eng. In Civil Engineering
Awarded to: Richard Flynn

THE C.I.O.B. AWARD

For excellence on the B.Sc. (Honours) in Civil Engineering Management
Awarded to: Paul Seward

THE C.I.O.B. AWARD

For excellence in the Dissertation on the Final Year of the B.Sc. (Honours) in Civil Engineering Management
Awarded to: Paul Seward

THE AECOM AWARD

For excellence on the Final Year of the B.Sc. (Honours) in Quantity Surveying
Awarded to: Ian Storan

THE BRUCE SHAW PARTNERSHIP AWARD

For excellence in the Dissertation in Final Year of the B.Sc. (Honours) in Quantity Surveying
Awarded to: John Francis Mulry

THE SOCIETY OF CHARTERED SURVEYORS IRELAND (SCSI) AWARD (SPONSORED BY THE IRISH EXAMINER)

For excellence on the Final Year of the B.Sc. (Honours) in Property Valuation and Management
Awarded to: Mark Walsh

THE CONSTRUCTION INDUSTRY FEDERATION (CIF) AWARD

For excellence on the Final Year of the B.Sc. (Honours) in Construction Management
Awarded to: Graham Ahern

THE C.I.O.B. AWARD

For excellence in the Dissertation on the Final Year of the B.Sc. (Honours) in Construction Management
Awarded to: Graham Ahern

DEPARTMENT OF MECHANICAL AND AUTOMOBILE ENGINEERING

THE VOLKSWAGON GROUP IRELAND AWARD

For excellence on the Higher Certificate in Engineering in Automobile Technology
Awarded to: James Hicks

THE FARM TRACTOR MACHINERY TRADE ASSOCIATION AWARD

For excellence on the Higher Certificate in Engineering in Agricultural Mechanisation
Awarded to: Padraig Brosnan

KOSTAL AWARD

For excellence on the Bachelor of Engineering in Mechanical Engineering
Awarded to: Ben Morrissey

MTECH AWARD

For excellence on the Bachelor of Engineering (Honours) in Facilities Engineering
Awarded to: Paul Whelan

STL LOGISTICS AWARD

For excellence on the Bachelor of Engineering in Road Transport Technology & Management
Awarded to: Stephen Meaney

DEPARTMENT OF APPLIED SCIENCE

THE THOMAS CARROLL PERPETUAL AWARD

For excellence on the Bachelor of Science (Honours) in Chemical Instrumentation & Analysis
Awarded to: Marcus Nash

SEROSEP LIMITED AWARD

For excellence on the Bachelor of Science in Environmental and Analytical Science
Awarded to: Robert Nizinski

BECKMAN COULTER BIOMEDICAL IRELAND AWARD

For excellence on the Bachelor of Science in Applied Biology
Awarded to: Hadil Alaydi

LENNOX LABORATORIES AWARD

For excellence on the Bachelor of Science (Honours) in Bio-analysis and Bio-Technology
Awarded to: Kate Neville

AQUILANT ANALYTICAL SERVICES AWARD

For excellence on the Bachelor of Science (Honours) in Pharmaceutical & Forensic Analysis
Awarded to: Claire Morris

ALLIED IRISH BANKS AWARD

For excellence on the Bachelor of Science (Honours) in Drug and Medicinal Product Analysis
Awarded to: Shauna McLoughlin

B.H.P. LABORATORIES AWARD

For excellence on the Master of Science in Analytical Science with Research and Quality Management
Awarded to: Himanshu Sabnis

ROCHE IRELAND LIMITED AWARD

For overall outstanding excellence in Science
Awarded to: Michael Hayes

DEPARTMENT OF INFORMATION TECHNOLOGY

MICROSOFT AWARD

For excellence on the Bachelor of Business (Honours) in Business Computing
Awarded to: Alison Mullane

IRISH COMPUTER SOCIETY AWARD

For excellence on the Bachelor of Business (Honours) in Business Management Systems
Awarded to: Mary Dalton

FITZPATRICK COMPUTER GROUP AWARD

For excellence on the Bachelor of Science (Honours) in
Multimedia Programming & Design
Awarded to: Aimee Whelan

ACI UNIVERSAL PAYMENTS AWARD

For excellence on the Bachelor of Science (Honours) in
Software Development
Awarded to: Andrzej Koeller

DELL AWARD

For excellence on the Bachelor of Science (Honours) in Computer
Networks & Systems Management
Awarded to: Aziz Ahmad Kakar

GENERAL MOTORS AWARD

For excellence on the Bachelor of Science (Honours) in Internet
Systems Development
Awarded to: Fidelma Wallace

FIRECREST AWARD

For excellence on the Higher Diploma in Computing in Creative
Multimedia Programming
Awarded to: Gerard Duggan

SAP IRELAND AWARD

For excellence on the Higher Diploma in Computing in
Software Development
Awarded to: Liam Russell

DEPARTMENT OF ELECTRICAL AND ELECTRONIC ENGINEERING

MODULAR AUTOMATION AWARD

For excellence on the Bachelor of Engineering in Electronic
Engineering
Awarded to: Liam Hanmore

DEMESNE AWARD

For excellence on the Bachelor of Science (Honours) in
Electronic Systems
Awarded to: Owen McGrath

ALLIED IRISH BANKS GREEN INITIATIVE AWARD

For excellence on the Bachelor of Science in Renewable
and Electrical Energy Systems
Awarded to: Andrew Ryan

ANALOG DEVICES B.V AWARD

For excellence on the Bachelor of Science (Honours) in Sustainable
Electrical Power Systems
Awarded to: Thomas Burns

ANALOG DEVICES B.V AWARD

For excellence on the Bachelor of Engineering in Automation and
Control Technology
Awarded to: Andrej Slabov

O'MAHONY'S BOOKSELLERS AWARD

For excellence on the Bachelor of Engineering in Technology in
Video and Sound Technology
Awarded to: Anthony Cross

O'MAHONY'S BOOKSELLERS AWARD

For excellence on the Bachelor of Science (Honours) in Audio and
Video Production
Awarded: Pauline Kearney

SPIN SOUTH WEST AWARD (JOINT AWARD)

For excellence on the Bachelor of Science in Music Technology
and Production
Awarded: Peter O'Sullivan and Artem Razumov

RTE LYRIC FM

For excellence on the Bachelor of Science (Honours) in
Music Production
Awarded: Richard Pinsencham

STRYKER ORTHOPAEDICS AWARD

For overall excellence in Engineering
Awarded: James Reidy

LIT STUDENT OF THE YEAR**PRESIDENT'S AWARD**

Awarded: James Reidy
Bachelor of Science Honours in in Electronic Systems

DEPARTMENT OF FINANCE AND PROFESSIONAL STUDIES

ALLIED IRISH BANKS AWARD

For excellence on the Higher Certificate in Business in
Accounting & Finance
Awarded: Elena Zbirblinska

**CHARTERED INSTITUTE OF MANAGEMENT ACCOUNTANTS
IRELAND AWARD**

For excellence in Management Accounting on the Higher
Certificate in Business in Accounting & Finance
Awarded: Kelly Dalton

ERNST & YOUNG, CHARTERED ACCOUNTANTS AWARD

For excellence on the Bachelor of Business in Accounting & Finance
Awarded: Aurelija Brazyte

**CHARTERED ACCOUNTANTS IRELAND MID-WEST SOCIETY
AWARD**

For excellence in Financial Accounting on the Bachelor of
Business in Accounting & Finance
Awarded: Anna Leahy

**THE INSTITUTE OF CERTIFIED PUBLIC ACCOUNTANTS IN
IRELAND AWARD**

For excellence on the Bachelor of Business (Honours)
in Accounting & Finance
Awarded: Ciara Aherne

COLLECTOR GENERAL/REVENUE COMMISSIONERS AWARD

For excellence in Tax and Law on the Bachelor of Business
(Honours) in Accounting & Finance
Awarded: Daniel O'Sullivan

**CHARTERED INSTITUTE OF MANAGEMENT ACCOUNTANTS
IRELAND AWARD**

For excellence in Financial Management on the
Bachelor of Business (Honours) in Accounting & Finance
Awarded: Hoi Yin Chan

BDO AWARD

For excellence on the Bachelor of Business (Honours) in
Law & Taxation
Awarded: John Waters

LIMERICK SPORTS PARTNERSHIP AWARD

For excellence on the Bachelor of Arts (Honours) in Business
Studies with Sports Management
Awarded: Ivans Kuznecovs

LIMERICK SPORTS PARTNERSHIP AWARD

For excellence on the Higher Certificate in Arts in Sports Coaching
& Development
Awarded: Keith Mc Nicholas

THE SAVOY HOTEL AWARD

For excellence on the Higher Certificate in Business in Hotel Front
Office Management
Awarded: Fiona Griffiths

THE SAVOY HOTEL AWARD

For excellence on the Bachelor of Arts (Honours) in Business Studies with Event Management
Awarded: Dara Fahy

SHANNON HERITAGE AWARD

For excellence on the Bachelor of Arts (Honours) in Business Studies with Tourism Management
Awarded: Claire Bagnell

SCHOOL OF BUSINESS AND HUMANITIES**BROTHERS OF CHARITY SERVICES LIMERICK AWARD**

For overall excellence on the Bachelor of Arts (Honours) in Applied Social Studies in Social Care
Awarded: Sylvia Kiely

SCI AWARD

For academic excellence on the Bachelor of Arts (Honours) in Applied Social Studies in Social Care
Awarded: Drew Murphy

FÁILTE IRELAND AWARD

For excellence on the Higher Certificate in Arts in Culinary Arts
Awarded: Virginia Behan

FÁILTE IRELAND AWARD

For excellence on the Higher Certificate in Arts in Hospitality Studies
Awarded: Niall Quinn

IHF AWARD

For excellence on the Bachelor of Arts in Culinary Arts
Awarded: Mark Conway

SOUTHERN-MARKETING, DESIGN & MEDIA AWARD

For excellence on the Bachelor of Business (Honours) in Marketing & Management
Awarded: Keith Connery

HIGH POTENTIAL INTERNATIONAL AWARD

For excellence in Consumer Behaviour on the Bachelor of Business (Honours) in Marketing & Management
Awarded: Martin Mc Inerney

NORTHERN TRUST AWARD

For excellence on the Bachelor of Business in Marketing & Management
Awarded: Algimantas Zube

NORTHERN TRUST AWARD

For excellence on the Higher Diploma in Business Management
Awarded: Christopher Dixon O'Mara

GREAT LIMERICK RUN AWARD

For excellence on the Master of Business in Marketing & Management Strategy
Awarded: Kevin Koyce

LIMERICK SCHOOL OF ART AND DESIGN DEPARTMENT OF FINE ART AND DEPARTMENT OF DESIGN

THE REVENUE COMMISSIONERS AWARD PURCHASE PRIZE AWARD

Presented for overall excellence shown during the B.A. (Hons) Degree in Fine Art (Painting).
Awarded: Ann-Marie Cawley

THE REVENUE COMMISSIONERS AWARD

Presented for excellence shown during the B.A. (Hons) Degree in Fine Art (Painting) (2 awards).
Awarded: Rioghna Ashford and Monika Mulhall

THE REVENUE COMMISSIONERS AWARD

Presented for excellence shown during the B.A. (Hons) Degree in Fine Art (Painting)
Awarded: Christine Williams

OONA O'BRIEN KELLY MEMORIAL AWARD

Presented to the student who has accomplished excellence in figurative work.
Awarded: Evelyn Murphy

LIMERICK PRINTMAKERS AWARD

For excellence shown on the B.A. (Hons) in Fine Art (Printmaking)
Awarded: Dawn West

CORK PRINTMAKERS RESIDENCY AWARDS

For excellence shown on the B.A. (Hons) in Fine Art (Printmaking) – (2 awards).
Awarded: Roselyn Cleary and Eva Byrne

THE NATIONAL SCULPTURE FACTORY ARTIST RESIDENCY GRADUATE AWARD

Awarded: Michella Perera

TOM FOX EXHIBITION AWARD

Awarded: Martina Gleeson

DOROTHY STEWART AWARD

For Excellence shown on the B.A. (Honours) Degree in Design (Fashion)
Awarded: Ciara O'Toole

AIB CERAMIC DESIGN AWARD

For Excellence shown on the B.A. (Honours) Degree in Design (Ceramics)
Awarded: Francesca Walshe

SCHOOL OF LIT TIPPERARY**DONAL CROSSE AWARD**

Bachelor of Science (Honours) in Creative Multimedia
This award is for Best Performance at a Personal Development First Year Module
Awarded: Laura Pigott

TIPPERARY REGIONAL YOUTH SERVICES AWARD

Bachelor of Arts (Honours) in Social and Community Studies
This award is for an outstanding piece of work in the area of Youth Work.
Awarded: Marion Whelan

NORTH TIPPERARY LEADER PARTNERSHIP AWARD

Bachelor of Arts (Honours) in Social and Community Studies
This award is for a student, who over the course of their study, has demonstrated personal skills and commitment to Social Inclusion.
Awarded: Nathalie Saint Sevin

TIPPERARY ENERGY AGENCY AWARD

Bachelor of Science (Honours) in Environmental and Natural Resource Management
This award is for excellence on the Bachelor of Science (Honours) in Environmental and Natural Resource Management.
Awarded: Hannah Hamilton

ALLIED IRISH BANKS AWARD**A.I.B. STUDENT OF THE YEAR AWARD**

Bachelor of Arts (Honours) in Accounting and Finance
Awarded: Olga Bulat

3.7 STUDENT SERVICES

(A) TEACHING & LEARNING CENTRE – LEARNING SUPPORT UNIT (LSU)

LIT Learning Support is a widely acclaimed feature of the active learning pedagogical model that is used in LIT. LSU Active Learning provides a student-led service to actively respond to the needs of our students. The Learning Support Unit provides subject specific support for students across the five campuses of LIT.

In 2013/2014, 887 students registered for learning support in the Learning Support Unit. 875 full-time students and 12 Apprentice students attended the LSU. 4297.75 hours of tuition were delivered by 131 tutors. In addition to the LSU budget, funding of €7,500 was received from the Student Assistance fund to support 141 students with educational difficulties.

An essential part of the Learning Support Unit service is to re-empower students in areas which they have identified as requiring support. It's most beneficial to do this as early as possible to ensure the student can benefit from their course lectures and tutorials. Feedback from lecturers confirms that students who avail of learning support in the first term gain confidence and benefit more from their studies.

Workshops were provided throughout the academic year, covering Study Skills, Exam Techniques, IT Skills, TurnItIn (Plagiarism Software), Academic English, Electronics, Science and Maths. Workshops were provided for mature students and first year students to help with student retention as well as other mainstream students on demand. The workshops were well attended and the feedback from the students was very positive.

A Survey Monkey request for feedback on LSU services was sent to all LSU students and tutors at the end of the academic year 2013/2014. The feedback from learners and tutors was very positive. Students were appreciative of the help they received and many students felt the service was essential to the successful completion of their studies. An ongoing priority for the LSU is to retain experienced, successful tutors and to extend the pool of tutors available to provide tuition. Students and tutors confirmed that the services provided were meeting students' needs.

There is ample evidence that the students who receive learning support outperform the general student population performance averages. Only 22 of the 875 students receiving support failed outright. 180 (20%) students received a quality award. 532 (61%) students received a pass or better in their exams.

(B) CHAPLAINCY

LIT welcomes students of all religions and of none. The Institute has two chaplains who are based in Limerick and Thurles. Fr. Jimmy O'Donnell was moved to parish work in September 2013 and was replaced as Chaplain at IT Thurles by Fr. Thomas Hearne.

2013-2014 was a busy year involving many activities such as:

- Prayer/memorial services.
- Daily mass celebration.
- Representing the Institute at funerals.
- Hospital visits.
- The Intentions book.
- Presenting the Chaplaincy service to new students during the Institute Induction.
- Chairman of the Student Emergency Fund.
- Member of the LIT Charity Committee.
- Member of the Academic Council Sub Committee on Student Support Access and Equality issues.
- Member of the Student Death Protocol Sub Committee.
- Fee Waiver applications processing.
- Involvement in various LIT Charity events.
- Available to students and staff as required.

The Fee Waiver assistance for students, has led to a large number of students applying for financial assistance in 2013-14. This has enabled many students who were facing serious financial difficulty to continue with their studies. There was also a large number of applicants for the LIT Student Emergency fund. The reasons for this are due to the financial problems students are facing, as well as the general financial downturn in the economy. The large increase in volume of applicants has led to an increase in the amount of time needed to deal with these issues. Students greatly appreciate this assistance that LIT provides.

The daily mass time being at 1.00pm in Moylish has led to an increase in the number of people who attend. It is a more flexible time than in the morning for people to attend. The Chaplain also organised mass for the dead which was celebrated on a weekly basis during the month of November. There were also numerous requests throughout the year for various mass intentions. There were also special liturgies during the season of Advent and Lent and where there was a bereavement connected to LIT.

A Student Death protocol was devised by a sub-committee and this has helped in clarifying procedures when the death of a student occurs. We had the tragedy of the death of the Students Union Vice President, Steven Kavanagh (R.I.P) and this impacted many of the students and staff here. A huge effort was made by LIT to support the Search and Rescue Teams as well as to support the needs of students affected by this tragedy.

Other events organised by the Chaplaincy included:

- The LIT Charity Committee was involved in various events such as the LIT Christmas Charity Dinner which fundraised for 3 charities. Instead of the LIT Charity Walk at Easter the Great Limerick Run fundraiser for Millford Hospice was organised. The Chaplain also assisted with the promotion of fundraisers for several charities throughout the year.
- The Chaplain assisted with providing various volunteering opportunities at a local, national and international level.
- Assistance was also given to promote various events at LIT.
- Opportunities for retreats /pilgrimages/youth gatherings were also provided.

The essential work of the chaplain is being available to students and staff and their families in good times and difficult times. It is a service not easily measured, as much of the work takes place under the radar, yet it must not be undervalued. For our students it's being present with them in their journey of life as a support in the difficult and challenging world. Ultimately our goal is to help them appreciate the joy, wonder and beauty of their lives and their dignity in the world.

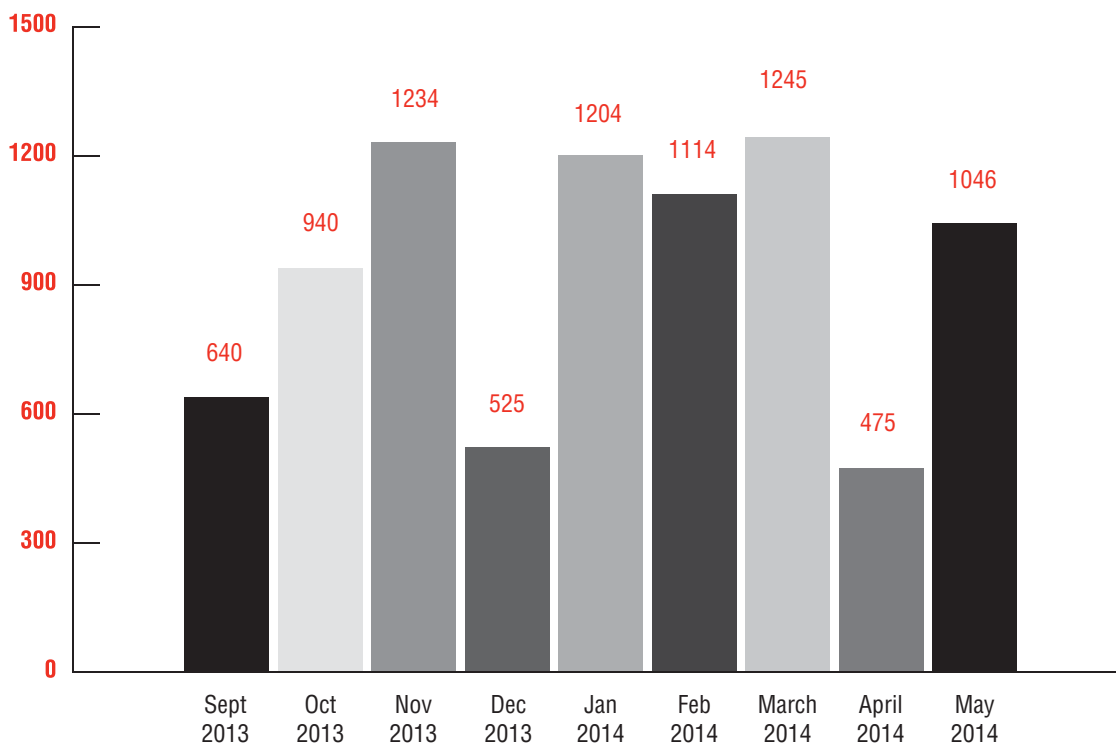
(C) NURSING/ MEDICAL

The aim of the Student Health Unit is to implement its mission statement; "To provide a confidential and caring health service through health promotion and healthy lifestyle awareness and to respond to the needs and concerns of our students."

Functions, activities and responsibilities of the Student Health Unit;

- Provide First Aid and emergency medical treatment for sudden illnesses and accidents on the LIT campus, where the nurse is available.
- Offer advice and support to students with specific health needs once the students contact the unit.
- Promote health of mind and body through education, literature and seminars.
- Make referrals to other professional services (internally / externally) where the interest of the student requires it.
- Keep all records private and confidential for all students who make contact with the health unit.
- Vaccinations.
- Health Education at individual and group level for all campuses.
- Health Promotion Days held in all campuses. Activities included;
  - Production and distribution of health promotion leaflets.
  - Ongoing research into relevant health promotion topics.
- Health and Safety.
- Promoting the service available through;
  - Participation in the student induction programme for first year undergraduates.
  - Interaction and induction of new staff.
  - Participation in the student Induction programme for postgraduates students.
- Provide assistance at graduation and exam time when required.
- Attendance at meetings.
- Setting objectives and target planning.

Number of students who contacted the Student Health Unit



Health promotion

Health Promotion Days took place in all of the campuses in 2013-2014 and these proved to be extremely well-attended and well received.

This year a “Drinks Aware” stand was held in all campuses and the provision of this stand had two functions:

- 1) It provided a forum for interaction with the students by making them aware of the effect their drinking habits had on their daily living.
- 2) It gave the staff the chance to continue induction on a one to one basis.

A stand on The Promotion of Healthy Eating /Exam foods was also available on the day. A selection of fruit, yogurts and smoothies were given out free of charge to the students to promote healthy eating, in the Moylish and LSAD campuses on a trial basis. Information was distributed covering various topics such as coping with examination stress, the various food groups, particularly those conducive to the boosting of concentration while studying and preparing for exams, and healthy eating in general.

A Safe Sex Campaign was also facilitated by the Students Union with the Student Health Unit in the Students Union building.

Conclusion

The Health Unit aims to provide for the varying needs of the LIT students who present to our Health Unit and to meet the challenges being presented to the service.

The Health Unit aims to develop and up- skill, through training courses, thus enabling the service to provide the best possible standard of care to all students in all campuses.

(D) COUNSELLING SERVICE

1. The Service Mission Statement of the LIT Student Counselling :

To provide a non-judgemental confidential support to LIT students in order to enable students' work through any difficulty, explore possibilities and make decisions for themselves.

The student counselling service assists students on many levels:

- It provides short-term counselling and therapeutic support.
- It responds to crises as appropriate.
- It acts as a referral source for other relevant services both within and outside of the college.
- It provides LIT staff training and consultation.
- It plays a role in prevention, education and evaluation.

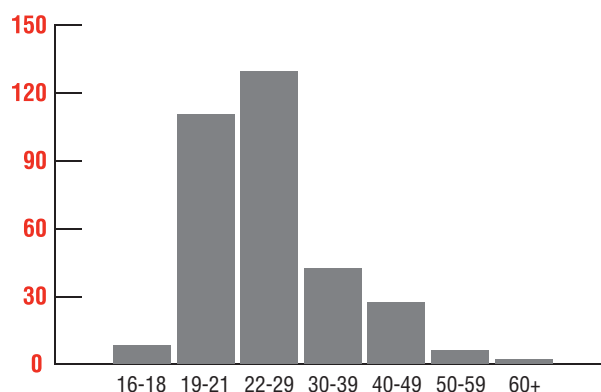
A total of 1706 direct counselling hours were offered to students this year, that's an additional increase of 188 hours (1518 direct counselling hours were provided last year). This reflects an 11% increase in service delivery. Of that, 120 cancelled, 100 did not attend and 29 did not show for an initial assessment appointment. 35 hours were given to emergencies. In total 323 students (186 female and 137 male) availed of the student counselling service. This is an increase of almost 18% direct service usage (last year

265 students were supported). An additional 50 students attended Stress Busters pre-exams workshops. Over 300 staff were supported in their work with students. The average number of sessions per client was 5.3 (a slight decrease on last year 5.7). The average wait from first contact to assessment was 10.5 days this was a reduction from 12.7 last year. Over 82 students were seen on the day they presented. All students at risk were given immediate priority. Students at assessment were administered the BSI 18 (Brief symptom inventory 18) to assist in recognising students who needed to be seen quickly. This measure assesses depression, anxiety and somatisation. Any students above the clinical range were given priority; those showing high levels of suicidal ideation at screening were contacted first. The average severity rating for students when they first attended was 5.2 an increase from last year 4.5 (out of 7) while the average at finishing was 1.6 versus 2.1 last year displaying a clear reduction in symptoms.

2. Student Profile:

Of the 323 students who availed of counselling 186 were female while 137 were male.

Age Group of Students Attending the Counselling Service



3. LIT Tipperary

This was also a busy year for the counselling service at LIT Tipperary.

- 16 hours are allocated to the Tipperary campuses (12 Thurles and 4 to Clonmel).
- The counselling service at LIT Tipperary liaised closely with Student Support Services (chaplaincy, disability, careers etc.) as necessary throughout the year.
- This year saw the arrival of the counselling 'Drop In Service' to Tipperary which has worked so well in the Limerick campuses to date.
- The student counsellors developed a list of crisis contacts that students can access in the Tipperary area. This is a valuable database for students to have access to.
- The counselling service built links with a number of support services in the Tipperary area.
- The Stress Busters Workshop was also rolled out on both the Tipperary campuses at the end of term this year. It is envisaged that the workshop will be run again next year.

4. Categories of Students Presenting Issues

- Abuse
- Academic
- Addictive behaviours
- Anxiety
- Depression and mood change or disorder
- Loss
- Other mental health conditions
- Physical health
- Eating disorders
- Relationships
- Self and identity
- Sexual issues
- Transitions
- Welfare and employment
- Self harm.

5. Achievements

Positive Mental Health Initiatives:

More Talk More Action: LITSU in conjunction with Student Counselling LIT held an event where Bressie (Niall Breslin) was the guest speaker. Dan Neville TD President of the IAS also addressed the audience. Steven Kavanagh RIP and Geoff Hassett also bravely told their stories. The Millennium Theatre was filled to capacity.



Student Counselling Suicide Prevention Initiatives:

1. If a student attempts suicide on campus the student is supported. All staff and students concerned are offered support.
2. Where a student dies by suicide all classmates, friends, housemates and any other affected people are offered support from the counselling service including family members.
3. Over 100 staff in LIT have been trained in the ASIST suicide prevention programme. It is planned to roll this out again in the coming year.
4. LIT annually hosts Suicide Mental Health Week Initiative.
5. www.lit.ie/counselling contains helpline numbers and websites.

World Suicide Awareness Day

September 10th 2014. As this date clashed with first year registration, it was decided to do an email awareness campaign this year. An email was sent to all staff and students.

Extended Drop-in times

There is a daily drop-in facility in LIT Moylish and a weekly drop-in time in LSAD, Thurles and Clonmel campuses.

Stress Busters Workshops

Interactive stress management workshops for exams to support students pre exams were introduced and designed. These were rolled out and we ran several groups. The feedback has been very positive and these will be offered again next year.

Inductions

The Counselling Service contributed to Student, Staff and Invigilator Inductions.

Examinations

A member of the Student Counselling team was on call during all examinations (summer and autumn) and responded to crises as they arose.

Health Promotion Days

In conjunction with the medical service student counselling assisted in the organising and coordination of health promotion days one in Moylish and the other in LSAD. This year we also assisted with pre-exam stress and health awareness days where we gave out healthy food and exam stress packs.

Conclusion

Overall students evaluated the counselling service very positively, with 97% saying they would return again to the service. The counselling service's role in retention of students is significant. Its role in supporting students is immense. We have become more multifaceted this year in offering workshops etc. It is planned to offer Mindfulness workshops in the coming year. Online counselling is also something that is being considered. The importance of relevant apps is also something that is being used with clients. The overall satisfaction, retention and successful outcomes with the client group are extremely positive and affirm the important role that student counselling plays in supporting the holistic education of our learners in LIT.

(E) ACCOMMODATION SERVICE

The accommodation service operates on a (1) Personal Referral - whereby each student is referred to a given address, and (2) Personal Inspection - whereby each student inspects his/her accommodation. The accommodation office invites first year students to contact the accommodation office by coming in personally. We can supply the student with an address that matches their particular requirement and/or make an immediate appointment to visit that address. If satisfied the students finalise their arrangement there and then.

Only in very exceptional circumstances will the officer finalise accommodation arrangement for a student who has not visited and approved the accommodation himself/herself.

The accommodation office opens on a full time basis in August for six weeks and then on a part time basis for the remainder of the academic year.

For rented accommodation, i.e. flat, bedsits, houses you can visit our website www.lit.ie/accommodation where an up to date list can be obtained.

Our first and foremost task is helping the student find suitable accommodation.

(F) STUDENT'S UNION

The Student's Union acts as an independent representative and support service for students through the Governing Body, the Academic Council, and also at school, department and course level along with USI. Co-operation, which has been developed between management and students, has given rise to much of the development outlined in this report. The Student's Union provided support, advice and information on a wide variety of issues. The Student's Union held campaigns such as Mental Health Week, Sexual Health and Guidance Week, Road Safety Week, Drink Aware Week, LGBT Week and Health Promotion Week. The Student's Union is an organisation run by students to cater for students' needs'. The day-to-day running of the Student's Union is managed by the Executive Committee, elected by student ballot. The three separate unions; the School of Art & Design SU, LIT Tipperary SU and the Moylish Park SU joined together in 2013-2014. The Student's Unions are now successfully being run very efficiently on all campuses. Student's Union representatives included;

- Mr. Chris Walshe, Overall President Moylish Park Student's Union.
- Mr. Steven Kavanagh RIP, Vice President Moylish Park Student's Union.
- Mr. Damien Conway, Entertainment Officer Moylish Park Student's Union.
- Mr. Jack O Sullivan, Convenor Limerick School of Art and Design Student's Union.
- Mr. Russell Roche, Convenor LIT Tipperary SU
- Mr. Martin Lynch, Deputy Convenor, LIT SU
- Mr. Garreth Saunders, Deputy Convenor LIT SU Clonmel.

The overall policy and direction of the Union is decided by class reps in the Student Council. Class reps are the students that each class nominates to represent their class at monthly Student Union Council meetings.

The main roles of the Student's Union are as follows:

- To represent and protect the rights of students on a local and national basis.
- To afford a recognised means of communications between the students and Institute authorities.
- To provide social and recreational facilities for students.
- To provide a friendly and confidential base for students that have issues on any level.
- To provide a range of information campaigns to create student awareness of their wellbeing.
- To encourage students to become involved in the sporting and cultural aspect of Institute life.
- To provide services to the students at a reasonable cost.

Regular meetings were held with the Registrar and the Officers of the Student's Union and a report was presented to each Governing Body meeting.

The Student's Union was represented as follows on the Governing Body and Academic Council;

- Mr. Chris Walshe and Ms. Lou Dennehy were nominated to serve on the Governing Body.
- Mr. Steven Kavanagh RIP, Ms. Michelle Breathnach and Mr. Russell Roche were nominated to serve on the Academic Council.
- The Student's Union nominated five people to serve on the Academic Council Sub Committees.

Other activities

- The Student's Union was involved during Induction Week providing an information stand, music and handing out goodie bags to all students that were registering. These successful events brought an energetic feel to the college from the feedback received.
- The Student's Union held a very successful Mental Health, Alcohol and drug Awareness Week, Shag Week, Road Safety Week, LGBT Week and an end of year ball.
- Rag Week was again successfully organised on all three campuses. Day and evening activities took place and the students were given time off on the Wednesday to take part in the events. The Student's Union used the week to promote clubs and societies and a Memorial Event took place for our late Vice President in the Moylish Student Union, Mr. Steven Kavanagh RIP.

(G) SPORTS

SPORTS-LIMERICK CAMPUSES

LIT students are actively encouraged to become involved in sporting and cultural activities, laying the foundations for all sorts of interesting, diverse and exciting opportunities and contributing to creating an enriched and dynamic student life.

The variety of sports available ensures most interests are catered for including:

Rugby	Soccer	Ladies Rugby
Hurling	Outdoor Pursuits	Ladies Soccer
Camogie	Ladies Gaelic Football	Rowing
Gaelic Football	Ladies Hockey	Ladies
Basketball	Athletics	Badminton
Golf	Tae Kwon Do	Darts
Boxing	Swimming	Weight Lifting

The recreational programme allows students to partake in competitive or non-competitive internal or inter-college events. Students of LIT have had great success in sporting events in the last number of years, particularly in hurling, rugby, golf, weight lifting, taekwon-do and boxing.

LIT has a range of sports facilities, both indoor and outdoor, including three full size pitches and an all-weather playing pitch. Investment in sport also includes a fitness centre and indoor sports hall. A new state of the art facility will open on our Thurles campus in September 2014, hinted to be one of, if not the best Strength and Conditioning building in Europe. The excellent sports facilities available reflect the high level of commitment to sporting and leisure provision at LIT.

Sports Bursaries 2013/2014

- Shannon Smith *Ladies Football*
- Tony Kelly *Hurling*
- Barry O'Connell *Hurling*
- David Conroy *Hurling*
- Noel Fitzgibbon *Weight Lifting*
- Kayleigh Murrihy *Boxing*
- Shane Gleeson *Hurling*
- Lee Sherlock *Boxing*
- Valerie Mitchel *Rugby*
- Tobi Ademakin *Rugby*
- Lunga Marvin Balman *Soccer*
- Niall O'Riordan *Soccer*
- Áine Ryan *Camogie*
- Gillian Lafferty *Camogie*
- Dale Masterson *Football*
- Cathal McInerney *Hurling*
- Jamie Shanahan *Hurling*
- Garry Guilfoyle *Administration*
- Aaron Murphy *Hurling*
- Michael Lenihan *Hurling*
- Jeffery Moroney *Outdoor*
- Eoin Vaughan *Rowing*
- Stacey Hehir *Basketball*
- Alan Dempsey *Hurling*
- Mark Gennary *GAA Munster Council*
- Paddy Heenan *GAA Munster Council*
- Dan Riordan *GAA Munster Council*
- Paddy Dalton *GAA Munster Council*
- Kim Moloney *GAA Munster Council*
- Conor Deasy *GAA Munster Council*
- Edward Ryan *GAA Munster Council*
- Padraig Hickey *GAA Munster Council*

OTHER CLUBS AND ACTIVITIES OF THE SPORTS OFFICE AT MOYLISH PARK

- Schools coaching
- Academies
- Club work
- Course facilitation

LIT also competed in men's basketball, ladies basketball, boxing and golf and this year. We ran our LIT Residential Hurling School of Excellence in July which drew forty participants from throughout Ireland. We ran numerous fitness classes for both staff and students during the year.

LIT Tipperary Campuses

In the 2013/2014 year the following sports were available for LIT Tipperary students:

- GAA (Hurling, Football, Ladies Football)
- Soccer
- Ladies Basketball
- Rugby (Men's & Ladies)
- Boxing (Men's & Ladies)
- Weightlifting (Men's & Ladies)
- Fitness Classes
  - Zumba
  - Kettlebells
  - Pilates
  - Boxercise
  - Circuit Training
  - Discounted Gym Rates.

GAA Club

This year was the first year that LIT Tipperary was joined with LIT Limerick. All of the GAA teams in the LIT GAA Club were open to all students across all the campuses.

The opportunities for the Tipperary students were that they now had more teams to choose from and they could play at their own level as they now could play Junior, Intermediate, Senior or Fresher instead of just the one team in LIT Tipperary.

There were players from LIT Tipperary on all GAA Teams including: Fitzgibbon Cup, Trench Cup, Intermediate, Junior and Fresher Hurling and Football.

LIT Soccer Club

This year saw the Soccer Clubs of LIT and LIT Tipperary merge as one with the LIT Tipperary team being entered as LIT B. This was to mean that the club stayed in the same division as the previous year but moved into a different Cup competition.

The team competed in the CUFL Division 2, reaching the semi-finals and losing in the final of the B team's cup to a team a division higher.



Basketball Club

LIT Tipperary Basketball club is in its third year in the college. This club caters for females only at the moment. This was the first year that the team competed in a structured league. The club train twice per week and play in the North Munster Ladies League.

Boxing Club

LIT Tipperary Boxing club is one of the biggest established clubs in the college. This year saw 4 fighters from the college compete in the intervarsities. The students finished with 2 Gold's (Senior ladies, Novice men), 1 silver (intermediate ladies) and 1 4th place finish (Intermediate men's). As well as this there is on average 20 students training twice per week.

Olympic Weightlifting

Weightlifting is a new club in the college and is open to males and females. 1 member of the club competed in the Intervarsities and received a medal at the event.

Rugby Club

LIT Tipperary Rugby club is a vibrant and active club. The club caters for every rugby grade from beginner to AIL Player for both males and females. This year seven of the LIT mens rugby squad were from Thurles Campus and five of the ladies squad were from the Thurles Campus.

Rowing

For the first time ever there was a student from the college to compete in the rowing intervarsities. These took place in the National Rowing Centre in Farran Woods in Cork in April.

Bursaries

The following 3 Thurles students who received bursaries this year.

- Noel Fitzgibbon *Olympic Weightlifting*
- Kayleigh Murrihy *Boxing*
- Mark Gennery *GAA (Munster GAA Bursary)*



(H) CAREERS SERVICE

Limerick Institute of Technology and its Careers Service strive to produce employable graduates with the key skills demanded of the labour market.

Research carried out by the service for the Annual Trendence EU Student Barometer indicates that students rate LIT very highly at 76.5% in terms of providing them with the skills necessary for the labour market - well above the 58.2% national average. At the LIT Careers Service, key employability skills are believed to be key to this in addition to the academic and technical skills developed through academic programme provision.

Student Activity

The Careers Service is availed of by a range of students including pre-entry, current undergraduate and postgraduate students, recent graduates and alumni. Here at LIT, engagement with students happens in a number of ways as outlined below. The aim is to increase participation in workshops and group events in an effort to relieve the time dedicated to one-to-one consultations to ensure a service that can be accessed by all.

Workshops/Group Sessions

The Careers Service participated in the Student Services Induction which was delivered to all first year students in September 2013. This provided all new entrants with an overview of the service. A briefing on the service was also delivered as part of the Postgraduate Induction organised by the GRO Office and the Mature Student Induction organised by the Access Service.

An initial class briefing is given to Final Year classes and those preparing for placement. This outlines the services available to students from the Careers Service.

A Careers Planning session was run with all 1st Year students in the IT Department.

Workshops on CV preparation, interview skills, preparing for postgraduate study, using your network and effective job search were delivered to a wide variety of classes.

In the Academic Year 2013/14, 114 hours of workshop/group sessions were delivered, showing a steady increase year on year.

Workshops are either delivered to a specific class group at the request of an academic staff member or all students are invited to attend open workshops offered weekly.

One to One Consultations

Students can avail of one to one consultations with the Careers Service. This is a confidential service. In 2013/14, 445 students availed of one to one appointments. Consultations related to topics including: CV review, placement information, graduate applications, course change, withdrawal, postgraduate opportunities and preparing for interview. The number of students availing of consultations decreased slightly in 2013/14. Whilst consultations are availed of by all students, the increasing number of access category students in the Institute has led to a rise in demand as has the many external challenges faced by our students including a difficult graduate jobs market.

Quick Query Drop-in Service/CV Review Clinics

12 dedicated CV review days were scheduled throughout the academic year 2013/14 in the Moylish, Thurles and Clonmel campuses. In 2013/14 there was a significant increase in the number of students availing of the quick query drop-in service and CV review clinics. In total 728 students engaged on an individual basis with the career service in 2013/2014.

Interview Preparation

Tailored interview skills workshops were delivered to a number of class groups including the H.Dip in Education Art & Design Education, B.A. (Hons.) Accounting & Finance, B.Sc. (Hons.) Property Valuation and Management.

Individual role play interviews were organised in association with the School of Business & Humanities. This provided individual role play interviews for students applying to the large accountancy firms.

Mock interviews were also conducted in association with the Department of Science for final year and third year students of the B.Sc. (Hons.) in Drug and Medicinal Product Analysis and B.Sc. (Hons.) Pharmaceutical & Forensic Analysis & B.Sc. (Hons.) Bio analysis & Biotechnology.

One to one interview coaching sessions were also availed of by students of all disciplines.

Placement Preparation

A number of workshops and preparatory sessions were delivered to classes preparing for work placement. These included Software Development, Computer Networks & Systems Management, Internet Systems Development, Multi-media Programming & Design, Pharmaceutical & Forensic Analysis, Drug & Medicinal Product Analysis, Event Management, Tourism Management, Front Office Management, Visual Communications & Creative Multi-media.

Employer Activity & Graduate Recruitment

First Destinations Survey – Class of 2013

The First Destinations report, compiled annually at Limerick Institute of Technology presents detailed information relating to the circumstances of graduates approximately one year after graduation. The survey was conducted between May and September 2014. There were 1217 graduates surveyed, with 392 responses received, representing an average response rate of 36%.

Jobs Advertising

The Careers Service provides employers with the opportunity to advertise their graduate, placement and part-time opportunities to students. In 2013/14 the service advertised 435 jobs to students and graduates.

Company campus visits

Companies continue to visit the campus to deliver presentations to students and to conduct interviews for work placements and graduate roles. In 13/14 LIT continued to be a “preferred supplier” of graduates to SAP and Lidl Ireland reflecting the high caliber of graduates. Companies visiting the campus outside of the successful Careers Fair/Seminar included:

- EY
- Grant Thornton
- PWC
- BDO
- Washington Ireland Programme
- Lidl
- Focus Ireland
- Sisk
- SAP
- IBEC
- Gentle Giant
- Fulbright
- Stryker

Careers Fair

The LIT Careers and Further Options Fair took place on October 15th 2013, in the autumn term for the third time. This decision was taken to ensure that LIT was operating in line with other institutions in order to maximise attendance by employers.

The Fair attracted 54 organisations and took place in the Aula Maxima and The Street.

New companies attending for the first time included Pepper Group, BMR & Lotus Technical Services.

12 employer presentations took place throughout the day and all enjoyed excellent attendance and participation from students.

Promotional material including information about the participating employers/institutions were designed, printed and distributed on The Street over two lunchtime periods before the event.

Mechanical Engineering Showcase

The 5th annual Mechanical Engineering Showcase took place in April 2014 and was organised in conjunction with the Department of Mechanical and Automobile Technology. A number of key employers in the area were in attendance and a Careers Resource area was well attended during the event with mock interviews and CV review being offered to all students.

New Developments/Activities

- KickStart your Career Week - A week of Career Development seminars & workshops.
- Employer Seminars during LIT Careers & Further Options Fair
- Monthly Careers e-Newsletter
- Development of social media presence and the LIT careers webpages.

(I) ACCESS SERVICE

LIT is committed to promoting equitable access to and successful participation in higher education for all members of society. Social inclusiveness and respect for diversity are fundamental to the ethos that is adopted by the LIT Access Service.

The Access Service aims to ensure widened enrolment in LIT from under-represented groups that include;

- Students who experience socio-economic disadvantage
- Students with a disability and/or specific learning difficulty
- Mature students
- Traveller and ethnic minorities.

The partnership approach continues to be central to the delivery of the Access Service. Partnership with students, staff, education providers, community, statutory and voluntary agencies provide LIT with the mechanisms through which targeted strategies and initiatives are delivered to promote and facilitate entry to and successful participation in higher education to underrepresented students. The successful realisation of the widening participation agenda also requires that students progress in their academic studies and move into graduate employment.

Limerick Institute of Technology has a successful record in widening participation to higher education as is evident in the diversity of its student population. Collaboration and engagement with key stakeholders such as education providers, FE and HE Partners, community, statutory and voluntary agencies continues to support and develop educational opportunities, which contribute to an improvement in the economic, social and cultural well-being of our region.

Pre- Entry initiatives pertaining to the Access service include the following;

- **The Go4IT Programme** is a collaborative initiative with St. Munchin's Family Resource Centre and aims to support young people from Limerick's Northside RAPID area who have academic potential but are from backgrounds where there is little or no tradition of progressing to third-level education. As part of focusing on third-level education, the programme also aims to introduce the concept of lifelong learning, demonstrating the value and purpose of education. This approach recognises the importance of parental and family engagement and endeavors to extend our offerings to the parents/guardians of our participants.
- In 2013, an IPB scholarship programme was developed in conjunction with the LIT Access Service, the aim of which was to support students who have the ability to succeed academically, but lack the economic or the necessary social support and encouragement. Five applicants were successful and awarded a scholarship of €2,750 for the academic year 2013/2014.
- LIT Access Service continued to work in partnership with the LIT Tipperary school and the National Learning Network to deliver the Aspirations programme to support fifth and sixth year students from participating DEIS schools in Limerick and Tipperary in their progression to third-level education. The LIT Aspirations programme was offered to a total of seven schools in the Limerick City and County areas and County Tipperary.
- LIT Access Service continues to operate in partnership with Business in the Community Ireland (BITCI) through the Schools' Business Partnership programme and is partnered with St.

Nessan's Community College to deliver the Skills @ Work programme. The main aim of this programme is to positively impact on educational inclusion and address key issues in areas of educational disadvantage in Ireland. In the 2013-2014 academic year the programme was delivered to seventeen, fifth year participants from St. Nessan's Community College who attended five sessions from January to May 2014. Throughout their visits to LIT they engaged in interactive and dynamic workshops that sought to increase their skills while providing very valuable information about the opportunities available to them following completion of their second-level education.

- To celebrate adult learning in LIT, the Access Service worked in collaboration with the Development Office in organising events around the AONTAS Adult Learners' Festival. To celebrate the festival, students and staff members of the LIT community were invited to share their learning experiences by writing on our "One Thing I've Learned in Life" Graffiti Wall.
- The Limerick Lifelong Learning Festival took place in April 2014 and was a celebration of learning across the region. LIT Access Service, the Flexible Learning Office and LSAD worked in collaboration to host events for this festival of learning including Making Positive Change and Art Workshops for Kids.
- During the 2013-2014 academic year, the Access Service facilitated visits from secondary schools, further education providers and community groups.

The Institute also recognises that successful widening participation also requires that student's progress in their academic studies and move into graduate employment. The LIT Vision and Strategy to 2020 'Active Leadership in Education, Enterprise and Engagement' affirms this commitment to supporting students throughout their academic journey. LIT's Access Service offers the following targeted initiatives to support and address the successful progression of students.

Post Entry initiatives pertaining to the Access Service include;

- The Guided Initiative in Voluntary Engagement (**GIVE**) encourages all LIT students to engage in voluntary activities. Trained and supported by the Access Service, the project benefits both the community and the volunteers by combining a service experience with a learning and development experience. This year saw the joining of the GIVE and GO 4IT graduation to create one celebration of community and voluntary engagement. In recognition and appreciation of their contribution, sixty GIVE volunteers received a President's Commendation from Dr. Maria Hinfelaar in May 2014. To date, the GIVE programme, now in its 6th year has awarded 250 commendations to LIT GIVE volunteers.
- Mature Students comprised 31% of the total undergraduate student population in 2013/14. Activities offered by LIT for mature students include a comprehensive induction and orientation programme, information seminars, (provided on and/or off-campus), open days and a mature student information evening. Mature students are also supported through a Mature Student Support Network, and relevant workshops tailored to address the mature students' needs.
- The LIT Mentoring Service enhances the learning experience for students through an ongoing supportive relationship that encourages students to stay committed to their studies and to reach their educational goals. All first year students are assigned a mentor that comprise of staff from across the Institute. Ongoing communication between the mentors and student support services ensures a holistic response to the needs of the students. During the academic year 2013-2014, there were 58 mentors, representative of staff from across the Institute.

- The financial implications of a student's third level experience are a growing concern and can sometimes lead to non-progression. The **Student Assistance Fund (SAF)** provides limited support for whole-time LIT students who are experiencing severe/ongoing financial difficulties. The SAF 2013/2014 was funded by the Irish government and part funded by the European Social Fund under the Human Capital Investment Operational Programme 2007-2013. The total amount paid to students who applied to the fund in 2013 – 2014 was €277,400 that includes funding of €18,225 towards the childcare costs of 20 students. In total, the service experienced a 39% increase of students availing of the service and applying to the fund in 2013/14 compared to previous years where 21% full time registered students (994) applied for financial assistance. In 2013/14 an online application system for the Student Assistance Fund was developed in collaboration with expertise from computer services.
- Limerick Institute of Technology Childcare Subsidy 2013-2014 provides limited support for LIT students who endure financial difficulty with childcare costs during the academic year. Funded through capitation, the total subsidy spend in 2013-2014 was €56,954, where 66 students with 81 children in childcare were supported.
- The Book Lending Scheme which is funded through the Student Assistance Fund and administered through the Access Service with the assistance from the LIT library staff, provided for the purchase of €5,000 worth of books for 285 students in 2013-2014 academic year
- During 2013-2014, 7.4% of students (including apprentices), registered their disability and/or specific learning difficulty with the **Disability Service**. The national HEI participation rate is 4.6%. LIT received **€509,956.00** from the HEA Fund for Students with Disabilities funded by the Government under the National Development Plan 2007 – 2013 with assistance from the European Social Fund. This fund supports specific individual needs for students with disabilities who qualify under specific terms and conditions. During the academic year, the supports available for students with disabilities include, but are not limited to, a Disability Officer, Dyslexia Support Tutors, assistive technology provision and training, extra tuition, academic and/or personal assistants, specific examination accommodations and costs towards transportation. **71%** of the funds received in 2013-14 were spent on support personnel, in large part due to the number of contact hours and the increased numbers of students with sensory disability.

2013-2014 was a particularly busy year for the Access Service. The service aimed to provide a service that was student-centred, supportive, open and respectful. Ongoing commitment from staff and support personnel was marked by positive participant feedback from those who engaged in and/or were supported by the diversity and number of programmes delivered by the service.

(J) STUDENT RESTAURANT

Full restaurant facilities were available to students at the Limerick and Tipperary campuses during the academic year.

(K) BANKING SERVICE

Allied Irish Bank continues to provide a full banking service and cash dispensing facility at the Moylish campus. AIB also provides a cash dispensing service on the Clare St. and Thurles campuses.



The LIT/HEA Mission-based Performance Compact which was finalised in February 2014 reflects the objectives of the LIT Vision and Strategy 2020 to further internationalise the Institute.

INTERNATIONAL ACTIVITIES EXTERNAL ACADEMIC LINKS



INTERNATIONAL ACTIVITIES

The LIT/HEA Mission-based Performance Compact which was finalised in February 2014 reflects the objectives of the LIT Vision and Strategy 2020 to further internationalise the Institute. Within this broad objective several areas of activity have been identified to advance internationalisation at LIT. These are:

- Increase international student recruitment
- Increase international staff and student exchanges, placements and mobility
- Increase transnational education delivery (TNE) including online arrangements
- Provide supports which enhance both home and international students experience of LIT.

INTERNATIONAL STUDENT RECRUITMENT

The following markets have been identified as opportunities for LIT and growth prospects: China, India, Oman, USA, Canada, Brazil, Malaysia and Nigeria. These markets are at various stages of development. It is important to note that recruitment activities are also linked to building inter-institutional partnerships, which advance the internationalisation of LIT beyond student recruitment into research, staff development and enterprise.

A brief description of recent international activities in these markets is set out below:

China

China has the largest population in the world, and is predicted to be the largest economy in the world as the century progresses. There is huge demand for higher education. In 2012 LIT established links with Yangtze University in Hubei Province China. Included was an agreement providing for Yangtze student flows to LIT for the final year or second year of two Built Environment programmes. The articulation agreement was approved by the Chinese Ministry of Education in the spring 2014. LIT hosted a visiting delegation from Yangtze University in June 2014 which included the Vice-President of Yangtze University. The discussions centred on the Built Environment programme agreement and the two Yangtze students arriving to LIT during the summer of 2014 for pre sessional English classes. They began their main studies in September 2014. A further agreement with Yangtze University approved by the Chinese Ministry of Education envisages LIT's first Transnational Education Programme (TNE). Students will study in China on LIT's Civil Engineering Management for up to 3 years and complete the programme by studying the fourth year in LIT in Ireland. LIT is also working in partnership with Education and Ireland and other HEIs to advance Ireland's market position in China. Plans are already forming for 2015 and 2016.

India

India has the second largest population in the world and is a growing economy with a huge demand for higher education. LIT visited India a number of times during 2013/14 as part of Education in Ireland delegations to promote LIT programmes to Indian students. LIT has also signed an MOU with Indus International University and received a visit from its Chancellor Sudhir Kartha in June. Much of the Indian demand is for postgraduate programmes. India remains a market LIT hopes to develop in but other markets are likely to produce better returns in the shorter term.

Oman

The Marketing and International Manager visited Oman in August 2013. LIT launched the LIT International Foundation programme in September 2013 welcoming 16 Omani students on to the programme. Many of these students went on to begin their four year (honours) degree here in LIT in September 2014. The majority of the students are based in the STEM areas. The Marketing and International Manager visited Oman again in April and August 2014.

US and Canada

LIT visits the US frequently due to staff exchange, research and student placements (e.g. NASA), Enterprise (ITLG) and fundraising.

An agreement signed by IOTI with Ontario colleges allows Canadian students to travel to Ireland for an add-on year to complete their full Honours degree.

In October 2013, the Head of Department, Technology and Flexible Learning, the Head of Department, Business Management and a representative from the Computer Services Department visited Durham College (Ontario) and Post University (Connecticut). The visits to Durham and Post Universities were of significant benefit in terms of exposure to the range and scale of activity which is on-going in relation to on-line programme development.

In February 2014, the Head of Tipperary School and Programme Leader for the B.Sc. in Sports, Strength and Conditioning Programme visited Canadore College where LIT signed an MOU with Canadore College and agreed a programme articulation in the area of Sports, Strength and Conditioning.

As part of an Education in Ireland led event to Canada, the Marketing and International Manager visited Durham College, Fleming College, Centennial College, as well as Humber and Sheridan in February 2014. This facilitated the opportunity to further advance the potential linkages between these colleges and LIT via the IOTI/Ontario Colleges agreement.

Brazil

Brazil is now the 6th largest economy in the world with over 200 million people with a huge growing demand for higher education. Brazil has been identified as the most critical market for LIT for student recruitment focused on, but not limited to Ciencia Sem Fronteiras (CSF/Science without Borders). In September 2013, LIT welcomed 31 Brazilian students to LIT to study in the STEM areas for one year as part of the CSF scholarship programme. In January 2014, we welcomed a further 33 Brazilian students to LIT to study Pre-sessional English for 8 months prior to commencing their chosen programmes of study at LIT in September 2014.

LIT visited Brazil as part of Education in Ireland led events in October 2013 and March 2014. LIT also visited a number of Brazilian colleges: UNAERP, Universidade Positivo, UTFPR, CEFET RJ, PUC Minas and UFSJ. The promotion of LIT as a Science without Borders destination was a key objective of the visits. However, for internationalisation and even CSF itself to be sustainable, long term institutional partnerships for teaching and learning exchange, academic recognition, as well as research will be crucial in Brazil. Brazilian universities are very keen to make research links and LIT's Research function is seeking international partners and activity.

LIT now has a number of partnerships in Brazil. The following MOU's were signed with Brazilian colleges in 2013/2014:

- UFSJ, São João del Rei, MG, MOU 2013
- UEA, Manaus, AM, MOU 2013
- UEPA, Belém, Para, MOU 2013
- UNAERP, Ribeirão Preto, SP, MOU 2014
- UTFPR, Curitiba, PR, MOU 2014.

Malaysia

To date there are relatively few Malaysians studying in Ireland in the non-medical sectors. Education in Ireland is seeking to build on Ireland's reputation for world class medical education in Malaysia as the means of promoting sectors such as Business, Biosciences, Engineering, Information Technology, Hospitality and Humanities. This will be achieved by promoting Ireland as an alternative to Australia and the United Kingdom.

LIT is in the early days of building relationships with Malaysia. As part of an Education in Ireland lead event, LIT participated in the Star Fair in Malaysia, in December 2013. In addition to the fairs, LIT visited UCSI University, TAR University College, MAHSA University, UNITAR International University and the Irish Embassy.

In March 2014, LIT returned to Malaysia to participate in the 'My Study' education fairs. In addition to the fairs LIT visited a number of second level and third level institutions such as Tsun Ren High School, TAR University College, Unitar, Confucian High School, Chung Hwa Independent High School and the Methodist College Kuala Lumpur. Following this trip, LIT signed an MOU with TAR University College in April 2014.

LIT hosted two visits from TAR University College in June 2014 which included the Director for Continuing Education, Dean Faculty of Engineering and Built Environment. Programme articulation agreements in Accountancy and Finance and four Built Environment programmes were signed between TAR University College and LIT.

LIT has also signed an agent agreement in Malaysia with 'My Study' and look forward to welcoming our first Malaysian student this September 2014.

Nigeria

Nigeria is the most populous country in Africa with an estimated population of around 170 million. In a study carried out by Enterprise Ireland, it was found that 'insufficient capacity and/or the poor quality of many Nigerian education institutes lead to opportunities for Irish educational institutions interested in establishing in Nigeria or in attracting Nigerian students to Ireland.'

Nigeria is a market entirely new to LIT. LIT travelled to Nigeria in April 2014, holding student fairs and visiting colleges in Lagos, Ibadan, Owerri and Abuja. Further work is continuing on developing partnerships with HEI's in Nigeria.

Resulting from this trip LIT has signed agent agreements in Nigeria and look forward to welcoming our first Nigerian student in September 2014.

Pakistan

Pakistan is the sixth most populous country in the world with a population of over 180 million. Pakistan is a new market which LIT is exploring.

We welcomed our first Pakistani student to LIT in September 2013. In May 2014, LIT visited Pakistan to investigate the market potential. The trip comprised of engagements in Peshawar, Rawalpindi, Lahore and Karachi.

English language agreement with Mary Immaculate College

LIT and MIC have agreed a partnership by which MIC will provide language learning services for LIT International Students. This collaboration is one of the many ways that MIC and LIT will work together under a new Alliance Framework Agreement (AFA) signed by the Presidents of both institutions, which aims to market Limerick as an attractive destination for studying abroad and coordinate support services for incoming international students.

STUDENT EXCHANGES AND WORK PLACEMENTS

LIT is actively encouraging students to take up Erasmus Student Study exchanges abroad. Currently there is an imbalance between the number of student's LIT takes in and the number going out. To make Erasmus more attractive to our students we are looking at developing new bilateral agreements with colleges that have programmes taught through English. LIT will attend EAIE in September 2014 to forge new links with likeminded institutions and provide our students with greater study abroad options.

Erasmus Mobility has been LIT's traditional space for internationalisation. During 2013/2014, the activities under the LLP Erasmus Programme continue to develop. Funding totaling €112,490 was received from the HEA for mobility activities during 2013/2014.

During 2013/2014, ten students from the following disciplines participated in the Erasmus Study Exchange programme: Fine Art, Design and Business. These students studied at Erasmus Partner Institutions in the following countries: UK, Finland and France.

Thirty students from the Limerick School of Art & Design, School of Science, Engineering and IT and School of Business and Humanities were placed on Erasmus-funded placements at companies/organisations in the UK, Netherlands, Poland, Germany and France.

The Institute also welcomed 23 incoming Erasmus students for study exchanges during 2013/2014.

Erasmus Staff Mobility

Four Erasmus lecturing exchanges took place during the year to Sweden and Switzerland. These visits are highly valued as they provide up-to-date industry/specialisation insight for students and staff. Four staff member went on an Erasmus funded training visit to Germany, Greece and Italy.

Internal Support Infrastructure

An International Office was formed in May 2013. In September 2014 the LIT International Centre was officially opened on campus as a focus for international activity.

LIT is committed to innovative applied research in partnership with industry, supporting international operators as well as indigenous players with applied research that is focused on existing or emerging areas of expertise within LIT.

RESEARCH ENTERPRISE & DEVELOPMENT



RESEARCH CENTRES & GROUPS

LIT, working through the Office of the Vice President for Research Enterprise and Development, is committed to innovative applied research in partnership with industry, supporting international operators as well as indigenous players with applied research that is focused on existing or emerging areas of expertise within LIT, and which may be enhanced by talented researchers whom we attract.

LIT's research activity is concentrated in the three ISCED narrow fields of Life Sciences, Engineering and Arts, with some further activity in for example Services, Computing and Social Sciences. Across the Institute research activity occurs within 16 dedicated research centres and groups which encompass a critical mass of expertise within specific discipline areas complementary to the broader national research prioritisation areas as identified by government commissioned Research Prioritisation Steering Group. In line with the 3 pillars identified in the EU's research and innovation programme, *Horizon 2020*, LIT focuses on research excellence which impact on industrial leadership and societal challenges.

Following on from the overwhelming success of the institute wide call for new dedicated research centres and groups in October 2012 which led to the establishment of 14 research centres and groups throughout 2013, a further two research centres have been established since the latter half of 2014. The new centres bridge a disciplinary gap by adding research expertise in the fields of entrepreneurship, business management, tourism, events management, and sport. The new centres are BEST, the Centre for Business, Events, Sport and Tourism; and CEIDE, the Centre for Creativity, Enterprise, Innovation, Design and Engagement Research. These two new centres join the established 14 centres and groups in re-enforcing the strength of LIT's research activity and help to cement its commitment to innovative, applied, industry-focused research. The new centres are outlined below.

CENTRE FOR BUSINESS, EVENTS, SPORT AND TOURISM (BEST)

The Centre for Business, Events, Sport, and Tourism is a cross-departmental research endeavor within the Faculty of Business and Humanities at LIT.

It leverages the expertise of research active staff members across a wide variety of disciplines within the faculty including; business management, tourism, event management and engagement, as well as sports including sports tourism. The centre was successful in its application to the Institutes of Technology Ireland Postgraduate scheme for funding for a 2 year research postgraduate position.

CENTRE FOR CREATIVITY, ENTERPRISE, INNOVATION, DESIGN AND ENGAGEMENT RESEARCH (CEIDE)

The aim of the Centre for Creativity, Enterprise, Innovation, Design and Engagement Research is to leverage academic output based on LIT's expertise as a leading actor in enterprise development, innovation, creativity, design and enterprise engagement. This aim is based on LIT's strong and proven track record to date in enterprise supports (both hard and soft provisions) and the cumulative leverage it brings to enterprise support and regional innovation development. LIT is focused on providing Active Leadership in Enterprise Development, Knowledge Transfer and

Regional Socio-Economic Development. Through its Enterprise Ladder Strategy, LIT has developed 5 Enterprise/Incubation Centres to foster enterprise development with a further 2 centres planned. In addition, through its Active Leadership Group, research partnerships and strategic partnerships, LIT engages and supports established businesses and business owners throughout the region. In this context, it is now proposed to establish CEIDE, which will be led by the Principal Investigators Dr. Derek Mc Inerney, Dr. Fergal Barry and Gillian Barry. CEIDE will support LIT's focus in this area and further develop LIT's expertise as a recognised centre of excellence in enterprise, innovation and design.

The core objectives of the Centre are:

- To build upon the existing critical mass and expertise in the field of Enterprise, Innovation and Design that exists within LIT generally and within the Development Office, the Department of Business and all other academic departments.
- To engage in research, demonstration, consultancy and project development activities in the fields of Enterprise, Innovation and Design. The Centre will work across all faculties within LIT as projects are identified and fit with LIT's enterprise strategy.
- To create synergies with other Centres and Academic Departments in LIT with a view to promoting Enterprise, Innovation and Design within all areas of LIT's activities. To provide commercialisation support to LIT Research and Development activities and commercialisation services to LIT enterprise clients.
- To engage in networks at a National, European and International level to further promote and develop LIT's presence in the Enterprise, Innovation and Design arenas.
- To engage with Start-ups, SME's, Multinationals and the 3rd level sector to help set up collaboration and networking activities and create a favorable "open space" for cross-sectoral fertilisation and value chain innovation to take place.
- To provide a mechanism through which LIT can maintain and enhance its presence within the fields of Enterprise, Innovation and Design.

UPDATES FOR 2014 FROM OTHER CENTRES/GROUPS

Art, Curatorial, Applied Design and Education Research Centre (ACADEmy)

The ACADEMY Centre, led by Ms. Tracy Fahey, was successful in a bid as a partner in a project under Creative Europe which is being led by the Aviles Municipal Foundation for Culture, Spain. This project 'Symbols – Culture of Death and Cultural Life: New Audiences and Creations around Limerick Cemeteries' is the product of a collaboration between ACADEMY and the Limerick Printmakers, in conjunction with the Aviles Municipal Foundation for Culture (Spain), Maribor Cemetery (Slovenia), Genoa Municipality (Italy), Dundee and Angus College (UK) and Communaute de Communes du Nebbiu (France). It is also involved in the pilot project of the Leerling/Meester Project (Apprentice/Master Project) initiated by Hogeschool voor de Kunsten at the University of Tilburg, which seeks to create a European network for emerging artists who are newly graduated,

providing them with mentorship and international exhibition opportunities. For this project ACADEMY is working with partners from Nottingham Trent University, Nottingham, Glasgow School of Art and Design, Glasgow, Goldsmiths University, London, Academy of Arts, Architecture and Design, Prague, the National College of Art and Design, Dublin, Belfast School of Art, Belfast, Willem de Kooning Academie Rotterdam University of Applied Sciences, Rotterdam, HKU University of the Arts Utrecht, Maastricht Academy of Fine Arts and Design, Maastricht, AKV|St.Joost, 's-Hertogenbosch, AKV|St.Joost, Breda, St Lucas University College of Art and Design Antwerp, LUCA School of Arts Sint-Lucas Beeldende Kunsten, Brussels and LUCA School of Arts Sint-Lucas Beeldende Kunsten, Ghent. The project has a total value of €198,085.

ACADEMY has also successfully recruited 10 new research postgraduate students through a partnership between LIT and Limerick City of Culture 2014.

Analytical Sciences Research Group

The Analytical Methods research group, led by Dr. Michael Geary, continues to be involved in research that employs state-of-the-art technologies and industry leading methodologies for new method development for a wide variety of applications.

Built Environment TECHNOLOGY AND EDUCATIONAL RESEARCH Group (BETER)

BETER (Built Environment – Technology and Educational Research) led by Dr. Rita Scully and Kevin O'Riordan continues to undertake educational research in built environment theory and practice. The group had two successful peer reviewed publication in 2014:

- Geary, Scully, Whelan, Developing a Mathematics Boot Camp - A Development Framework, Pages 301-306, QUAESTI 2014, The 2nd Virtual Multidisciplinary Conference, 15-19 December 2014, ISBN: 978-80-554-0959-7, ISSN: 1339-5572.
- Scully, Sharing Knowledge in Micro and Small Companies, Pages 68-73, 2nd International Global Virtual Conference, GV-CONF 2014, 7-11 April 2014, ISBN: 978-80-554-0866-8, ISSN: 1339-2778.

The group is currently developing an R&D project in CIM (Campus Information Modelling) for LIT in collaboration with LIT Estates department, the BETER Research Group and the office of Vice President for Corporate Services and Capital Development.

Centre for games technology and interactive systems

Throughout 2014 the GAMES Centre has undergone a rebranding and a shift in its research focus under the direction of its new Principal Investigator, Dr. Flaithrí Neff. Flaithrí has taken the core

objectives of the centre and repackaged them around existing expertise in fields ranging from big data to spatial audio. The objective of the Centre for Games Technology and Interactive Systems is to develop and utilise emerging game technologies to enhance user-experience and task efficiency in applications requiring next-generation multimodal interactive environments and interfaces.

Using emerging game technologies, the centre designs immersive interfaces that implement perceptual and cognitive factors associated with the auditory, visual and haptic domains. The new Centre of Research is currently gathering a cohort of researchers from different creative and engineering disciplines to collaborate on industry led projects where the central focus is on multimodal interactive design on mobile and desktop platforms. Their vision is to contribute their research to the following areas:

1. Big Data: designing multimodal interfaces enabling users to rapidly identify cross- correlations in complex datasets.
2. Virtual Learning Environments: enhancing the 'sense of presence' in VR systems within the context of remote learning by augmenting visual stimulus with tightly integrated spatial audio and haptic feedback.
3. Audio Industry: focusing on measuring the listening experience in relation to spatialised music and game environments, and embedding perceptual and biometric modelling of spatial hearing mechanisms in implementations of spatial audio technology.
4. Game Industry: implementing new design approaches and programming concepts to game development on mobile and tablet systems, particularly in relation to reward systems and player motivation. Advances made in the above areas will supply further research avenues concerned with game-player immersion.

The centre came second in a pitch to DTS during the summer of 2014 against groups from Trinity College Dublin and Dublin Institute of Technology.

The centre has two new postgraduates students, with one working in partnership with Logitech.

Centre for Rural and Sustainable Development (CRSD)

The aim of the Centre for Rural and Sustainable Development (CRSD), led by Seamus Hoyne, continues to re-enforce LIT's position as a leading actor in the sustainable development sector, thereby creating opportunities for engagement in research, development and academic activities. The centre has been very successful over the course of the year in its bids for funding having secured a role as partner in at least two new projects, all the while continuing to deliver older projects – as per the following table:

Item	New or Ongoing	Role	Value	Value to LIT
Erasmus Sports Application - with NTSP	New	Assisting	NK	NA
Boomder H2020	New	Partner	1.9 m	100000
Train to NZEB	New	Partner	1.426 m	130000
Sustainco	Ongoing	Partner		
Repute	Ongoing	Partner		
A2PBEER	Ongoing	Partner		
Endurance	Ongoing	Partner		
Qualibuild	Ongoing	Lead		

Chemical & Molecular microbial biotechnology ResEArch Group (CHIMERA)

CHIMERA, led by Dr. Patrick Murray and Dr. Siobhán Moane, continues to be a centre of excellence for its work in microbial cell factory research including traditional microbial substrates (bacteria, yeast and fungi) but also in microalgal and cyanobacterial as well as tissue culture and mammalian cell culture technologies.

The group has had four successful peer-reviewed publications in 2014:

1. Mutualism Within a Simulated Microgravity Environment - *Piriformospora indica* Promotes the Growth of *Medicago truncatula* Martin W. Hayes, Gary W. Stutte, Michelle McKeon-Bennett, and Patrick G. Murray *Gravitational and Space Research Volume 2* (2) Dec 2014 pages 21-33.
2. Environmental evaluation of eicosapentaenoic acid production by *Phaeodactylum tricornutum* Paula Pérez-López Sara González-García Céline Allewaert Annick Verween Patrick Murray Gumerindo Feijoo, M Teresa Moreira *Science of The Total Environment Volumes 466–467*, 2014, Pages 991–1002.
3. Beletskaya*, T., Collins*, C. and Murray, P. (2014) Invited book chapter entitled "Polyketides as a source of chemical diversity" for the book *Phycotoxins: Chemistry and Biochemistry*, Second Edition edited by Luis M. Botana and Amparo Alfonso. *Both authors contributed equally and are listed alphabetically.
4. Kaur, J. and Collins, C. (2014) Invited book chapter entitled "Regulatory genes in fungal secondary metabolism" for the book *Fungal Bio-molecules: sources, applications and recent developments* edited by V. Gupta, S. Sreenivasaprasad & R. Ludwig.

The group has also been very successful in its bids for external funding over the course of the year, having been awarded funding for three Enterprise Ireland funded Innovation Partnership Scheme project with industry worth more than €500,000 combined.

1. EI IP 2014/0477 CARA Partners, €213,372.
2. EI IP Keelings Softfruits, €211,671.
3. EI IP Glynn Technical Diamonds, €139,798.

The group has a further Innovation Partnership pending with TanOrganic pending approval worth €94,963.50. The group submitted an application for Horizon 2020 Funding or the co-ordination of a proposal entitled Sea2Society which had a value of €9M. The proposal had six main objectives:

1. To advance and refine several novel culturing systems developed for microalgae, macroalgae, sponge and marine bacterial species, overcoming bottlenecks in sustainable culture, and optimising scale-up from laboratory to pilot-scale to industrial scale processes.
2. To apply sophisticated analytical methods and develop new protocols for the extraction, isolation, purification, and enrichment of marine biomolecules and biomaterials, and to understand the mode of action of the target active molecules.
3. To evaluate the performance of the extracted marine biomolecules and biomaterials in potential nutraceutical, cosmeceutical, industrial, and pharmaceutical applications for new products with well-defined target markets.
4. To address the legal issues associated with securing clear access to marine resources, including related infrastructures and bioresource banks and collections and benefit sharing aspects.

5. To conduct comprehensive socio-economic, environmental and sustainability assessments of the use of the marine organisms for future industrial scale production of identified biomolecules and biomaterials.
6. To ensure that the knowledge and technologies developed during the project are effectively managed and expediently transferred to industry to achieve maximum impact for the EU economy and society.

While the feedback for the project was extremely positive, the proposal was unsuccessful at securing funding having been scored fourth out of all application received.

The group continued to deliver two other innovation partnerships with Ógra Skin Care and Reagecon Diagnostics throughout 2014. The group was successful in attaining funding for two new postgraduates students in 2014 also.

Energy Management and Environmental Ecosystems (EmmE) The EMME research group, led by Dr. Josephine Treacy continues its research activity in the fields of air, water and soil analytical testing, monitoring and management, as well as regulatory and policy procedures impacting on the environment. Josephine was successful in her application to Enterprise Ireland for a Commercialisation Feasibility Support Grant for the purposes of doing a market assessment for the commercialisation of her research into the areas of biosensors. The Feasibility Study was completed over the summer of 2014. The outcome of the study will be included in an application for a Commercialisation Grant in early 2015 for the purposes of building a prototype for a new sensor product.

Food Research and Development Centre (FoodDS)

The Food Research and Development Centre (FoodDS), led by Dr. Tracey Larkin and Agnes Bouchier-Hayes continues its focus on Irish consumer driven research through investigation into sensory analysis, innovation, development and design of food products. The group has been successful in completing six Enterprise Ireland funded Innovation Vouchers each with a different industry partner and was successful in securing funding from the Department of Agriculture, Food and the Marine to fund a project in the Sensory Food Network space.

Genders and Sexualities Research Group

The Gender and Sexuality Group, led by Ms. Lisa Scott, continued its exploration of issues relating to gender and sexualities in a time when beliefs and practices and the ideologies that support them, are changing rapidly. The group was successful in securing funding for a second postgraduate researcher in the summer of 2014 in association with a partnership between LIT and Limerick City of Culture 2014.

Loss and Grief Group

The Loss and Grief Research Group, led by Ms. Jennifer Stritch continued to focus its research efforts into the experiences of loss and grief across the lifespan for individuals and social groups (both death-related and non-death related).

The group was successful in its application to the Institutes of Technology Ireland Postgraduate scheme for funding for a 2 year research postgraduate position.

ACORN RESEARCH GROUP

The TEMPO Project (Total Energy Management for Production Operations) was successfully awarded Stage 3 funding in 2014 for the completion of the project.

A host of innovation vouchers were completed by the research staff and various innovation partnership and other research projects moved successfully into the next stage with approval from Enterprise Ireland. There was also a good uptake on postgraduate positions with new research postgraduates joining the Centre in areas such as facilities engineering, cyber physical systems and wave energy.

The Centre, led by John Cosgrove and Dr. Francis Hardiman, was also the winner of best pitch at a KIK Innovation Showcase in 2014 and was successful in its submission of the first KIK Innovation application for LIT and potentially Ireland. The application is now under consideration.

SHANNON APPLIED BIOTECHNOLOGY CENTRE (ABC)

Shannon ABC successfully completed the coordination of the Framework 7 project entitled "BAMMBO" (Biologically Active Molecules of Marine Based Origin) having met all deliverables and milestones. The feedback from the EU on the overall project was extremely positive. The final meeting of the EU funded BAMMBO (€4.2 Million) consortium took place at LIT in February with a public event detailing the project outcomes and technology offerings also presented in Limerick at an event attended by over 100 delegates. The project has been an excellent success with a number of publications/patents/IDF's and technology offerings made available. This project was co-ordinated by Shannon ABC Principal Investigators Dr. Daniel Walsh, Dr. Patrick Murray, Dr. Siobhán Moane and Dr. Fergal Barry.

The core work at Shannon Applied Biotechnology Centre, managed by Dr. Tim Yeomans and Dr. Bridget Breen, continued with Post-Doctoral Scientist working on anti-oxidant and antimicrobial biomolecules identified in various industrial waste streams. Shannon ABC continues to work with SME's and multinational companies through Innovation Voucher funding and contract research projects addressing specific biotechnological problems or needs of specific companies. The Shannon ABC Sensory Panel has

grown in strength, particularly with the establishment of the Food Research and Development Centre and provides an invaluable service for SMEs.

Shannon ABC's successful Innovation Partnerships, , 'Bioactivity Profiling and Cell Culture Analysis of Peat Based Skincare products' and 'New Product Development of Testing Standards for the Food Industry' with Ógra Skin Ltd and Reagecon Diagnostics Ltd, respectively, have been progressing well.

In April 2014 Shannon ABC hosted their annual Open Innovation Conference at LIT and was attended by representatives of industry, third level institutes and various state bodies including Enterprise Ireland, Institutes of Technology, Ireland, the Industry Research and Development Group and many more. The event offered a great networking opportunity for attendees, both with research providers and state bodies, but also with other industry representatives, often from quite different sectors.

The event was opened with a welcome from Dr. Maria Hinfelaar (President of LIT) and a keynote address from Dr. Martino Picardo, CEO Stevenage Biosciences Catalysts as well as opening comments from Dr. Tim Yeomans, Shannon ABC Centre Manager.

CELLS RESEARCH GROUP

The CELLS research group, led by Ms. Michelle McKeon-Bennett, was successful in its bid as a partner on the EDEN ISS proposal to Horizon 2020 which is being led by the German Aerospace Centre (DLR).

The overall goal of EDEN ISS is the adaptation, integration and demonstration of higher plant cultivation technologies and operation procedures for safe food production on-board ISS and for future human exploration missions. The following key technologies and procedures will be advanced beyond the state-of-the-art:

- Nutrient delivery systems
- LED lighting systems
- Bio-detection and decontamination systems
- Food quality and safety procedures
- Operation procedures for safe food production.



RESEARCH DEVELOPMENTS

Research activity across LIT continued to rise this year. Every Faculty and Department has seen an increase in postgraduate student numbers and research activity by LIT lecturing staff. There are currently 86 registered postgraduate students and this year there were 15 graduations – seven in the Department of Applied Science including two PhDs, one student with a Masters in the Department of Humanities, one student with a Masters in the Department of the Built Environment, one student with a Masters in the Department Mechanical and Automobile Engineering, four Masters in Limerick School of Art and Design, and one with a Masters from the Department of Business.

The following is a list of new Research Degree Programmes for 2014 being undertaken by LIT postgraduate students at Masters and PhD level:

School of Art and Design

- Investigating Limerick City of Culture 2014 Through Inclusive, User Centred Fashion and Textile Design.
- Limerick Lace: An investigation of process & structures of Limerick Lace in relation to spaces and communities within Limerick City.
- Pop up Printmaking - International and urban events.
- Identity of a City through Visual Communications (MA in Applied Design).
- The Modern Prometheus, Otherness and the Body.
- Limerick Triptych: A Study of Three Limerick Painters: John Shinnors, Gavin Hogg, Michael Canning.
- Curating Contemporary Art.
- Cultural Policy Research.
- Repurposed Urban Spaces: Interdisciplinary approaches to developing sustainable alternatives for Limericks urban spaces.

Department of Humanities

- An Evaluation of the Limerick City of Culture 2014 legacy for sport and physical activity.
- Development of a Limerick City of Culture 2014 Social Media Marketing Strategy.
- Enhancing social & cultural capital formation: a community based action research project with young single mothers from Limerick regeneration areas.
- The economic impact of festivals and events during the Limerick City of Culture 2014.
- Lost and Found in Limerick: exploring the experiences of immigrants who have made Limerick their home.
- Mapping Limerick City through children's eyes: A participatory phenomenological exploration of the 2014 Limerick City of Culture using art and design.
- Transitions: An exploration of loss and grief experienced by families of transgender people in Ireland.

Department of Business Management

- Mapping the development of high technology small firms (HTSFs) in Ireland: An examination of the digital games sector.

Department of Sports and Finance

- To inform the creation of a digital information hub to enhance participation and promote membership of sports clubs in Limerick.
- Developing a framework of best practice for supporting elite GAA student athletes in third level education.

Department of Mechanical & Automobile Engineering

- Development of a facilities management best practice model to meet educational and sustainability needs of post-primary schools.
- Chemical combustion vapour deposition (C-CVD) machine design, construction and instrumentation.
- Modelling and Analysis of a Mechanical Rectification Test Rig under Oceanic Environmental Conditions.
- Development of a Bespoke Computer Integrated Maintenance System using Artificial Intelligence as a Decision Support Tool.

Department of Electrical & Electronic Engineering Engineering

- The Multimodal Orchestra.
- The Spatial Hearing Experience - A comparison between generic and personal binaural filters on the music-listening experience.

Department of Applied Science

- The Determination and Validation of a Method for the Quantification of TPH's DRO, PRO and Mineral Oil in Environmental Samples.
- Muffler - Mushroom & Fungi, Functional & Life Enhancing Reservoirs - Fungi Bioactives.
- Evaluation of Marine Diatoms for Biofuel Production.
- Mushroom and Fungi, Functional and Life Enhancing Reservoirs – Mushroom Bioactives.
- Development and evaluation of communication, social media, cultural and education initiatives to enhance the capacity of communities to live compassionately with death, dying, loss and care.
- Microalgae - Reference standards for lipid analysis.
- SMART Algae: innovative, environmentally friendly, sustainable, bio-production pathways for enhanced high added-value bio-active carotenoid production from the microalgae.

HR STRATEGY FOR RESEARCHERS (HRS4R)

The LIT Graduate Studies and Research Office (GRO) is also performing a pivotal role in facilitating the development, implementation, monitoring and evaluation of LIT's HR Strategy for Researchers Action Plan. The Human Resources Strategy for Researchers (HRS4R) is a tool enabling employers and funders to put the principles of the Charter and Code into practice. LIT fully endorses the principles of the Charter and Code and is aiming to use these principles to provide a more attractive research environment for researchers at all stages of their career paths.

The European Charter for Researchers and Code of Conduct for the Recruitment of Researchers (Charter and Code) is a set of general principles and requirements specifying the roles, responsibilities, and entitlements of researchers, employers and/or funders of researchers. The aim of the Charter and Code is to ensure that the nature of the relationship between researchers and employers or funders is conducive to successful performance in generating, transferring, sharing and disseminating knowledge and technological development, and to the career development of researchers. The Charter and Code also recognises the value of all forms of mobility as a means for enhancing the professional development of researchers.

The Charter and Code addresses all researchers in the European Union at all stages of their career and covers all fields of research in the public and private sectors, irrespective of the nature of the appointment or employment, the legal status of the employer or the type of organisation or establishment in which the work is carried out. It takes into account the multiple roles of researchers, who are appointed not only to conduct research and/or to carry out

development activities but are also involved in supervision, mentoring, management or administrative tasks.

Researchers, as well as employers and funders, who adhere to this Charter and Code will also be respecting the fundamental rights and observing the principles recognised by the Charter of Fundamental Rights of the European Union.

The HRS4R is articulated in five main steps:

- An Internal Gap Analysis involving key stakeholders (LIT's HRS4R Task Force) in the research community at LIT was conducted with a view to identifying areas where a gap exists between LIT policy and practice, and the principles of the Charter and Code;
- LIT is now developing its own HRS4R Policy which will include a concrete Action Plan with milestones and deliverables aimed at addressing gaps identified during the internal analysis phase;
- The HRS4R Policy will be submitted for approval to the Research and Development Steering Group, Research and Development Sub-Committee of Academic Council, Academic Council and Governing Body at LIT before submission to the European Commission for review and formal acknowledgement. Formal acknowledgement by the European Commission implies the right to use the HR Excellence in Research logo;
- Progress in the implementation of LIT's HRS4R Policy and Action Plan will be subjected to a Self-Assessment after two years;
- An External Evaluation of LIT's HRS4R Policy and Action Plan will be carried out at least every four years.



NEW INDUSTRIAL COLLABORATIONS

The number of companies which LIT supports in terms of research (both regional and national) continues to rise this year.

The following companies have joined the long list of industrial collaborators on research projects during the year under review:

Department	Company Name
Mechanical & Automobile Engineering	Cloudystar
Flexible Learning	Greenieland Interactive Ltd
Limeirck School of Art & Design	Cahson Ltd
Limeirck School of Art & Design	Student Programmes Ireland
Applied Science	Bare Water Ltd
Applied Science	Ocean Fresh Seaweeds
Applied Science	Copperpot Supply
Applied Science	Westland Villas Ltd
Mechanical & Automobile Engineering	An Corran Asset Ventures Teoranta
Limeirck School of Art & Design	Junior Golf Tour Ireland
Mechanical & Automobile Engineering	Easy2use Ltd
Information Technology	MissionV
Mechanical & Automobile Engineering	ATG Technology
Shannon ABC/Applied Science	Smart Glass
Information Technology	Career & Life Planning
Applied Science	Gadera Ltd
Applied Science	CW Applied Technologies
Shannon ABC/Applied Science	Kastus Technologies Ltd
Mechanical & Automobile Engineering	Keelings
Applied Science	Strand Hotel
Electrical & Electronic Engineering	CramdenTech
Information Technology	Tamm Technologies Ltd
Electrical & Electronic Engineering	Thomond Park Stadium Co
Shannon ABC/Applied Science	Mungo Murphy's Seaweed Co
Limeirck School of Art & Design	Soft on You Headwear Ltd
Mechanical & Automobile Engineering	ER Water Processing Solutions Ltd
Shannon ABC/Applied Science	Purus Cleanroom Solutions Ltd
Applied Science	Supervalu Kilaloe
Applied Science	Crum Wholefoods
Applied Science	Newgrange Gold
Shannon ABC/Applied Science	Cara Partners
Mechanical & Automobile Engineering	Banagher Concrete
Limeirck School of Art & Design	Fibonacci Ltd
Information Technology	SMT Tech Support
Limeirck School of Art & Design	Redback Biotech Ltd
Mechanical & Automobile Engineering	GlassVac Ltd
Limeirck School of Art & Design	Junior Golf Tour Ireland

RESEARCH FUNDING SECURED

Project Name	Department	Funding Agency	Company	Project Leader	Value	Date
El Innovation Voucher 2012 3010 Cloudy Star	Mechanical	Enterprise Ireland	Cloudystar	Daragh Naughton	€6,500.00	01/01/14
IOTI Scholarship	Science	IOTI		Michelle McKeon	€25,514.00	01/01/14
El Innovation Voucher 2013 1112 Green Ireland Interactive	Flexible Learning	Enterprise Ireland	Greenieland Interactive Ltd	Natasha Kiely	€6,500.00	01/01/14
El Innovation Voucher 2013 2079 Cahson	Art & Design	Enterprise Ireland	Cahson Ltd	Mark O Leary	€6,500.00	01/01/14
El Innovation Voucher 2013 3390 Student Programmes Ireland	Art & Design	Enterprise Ireland	Student Programmes Ireland	Mark O Leary	€6,500.00	01/01/14
El Innovation Voucher 2013 2149 Bare Water Ltd	Science	Enterprise Ireland	Bare Water Ltd	Patrick Murray	€6,500.00	01/02/14
El Innovation Voucher 2013 3293 Ocean Fresh Seaweeds	Science	Enterprise Ireland	Ocean Fresh Seaweeds	Tanya Beletskaya	€6,500.00	01/02/14
Repute Renewable Public Transport Enterprise 2007-2013 Atlantic Area Programme	Development Office	EU		Ciaran Lynch	€180,000.00	01/02/14
El Innovation Voucher 2013 3176 Copperpot Supply	Science	Enterprise Ireland	Copperpot Supply	Tracey Larkin	€6,500.00	01/03/14
El H2020 FP20141728 Travel Support	Electrical	EU		John Cosgrove	€1,500.00	01/04/14
El Innovation Voucher 2014 1301 Westland Villas	Science	Enterprise Ireland	Westland Villas Ltd	Tracey Larkin	€6,500.00	01/04/14
El Innovation Voucher 2014 1047 An Corran Asset Ventures Teoranta	Mechanical	Enterprise Ireland	An Corran Asset Ventures Teoranta	Daragh Naughton	€6,500.00	01/04/14
El Innovation Voucher 2014 1199 Junior Golf Tour Ireland	Art & Multimedia	Enterprise Ireland	Junior Golf Tour Ireland	Mark O Leary	€6,500.00	01/04/14
El Innovation Voucher 2014 2029 EASY2USE	Mechanical	Enterprise Ireland	Easy2use Ltd	Daragh Naughton	€6,500.00	01/05/14
El Innovation Voucher 2013 3343 Simvirtua	Information Technology	Enterprise Ireland	MissionV	John Jennings	€6,500.00	01/05/14
El Innovation Voucher 2013 3105	Mechanical	Enterprise Ireland	ATG Technology	Daragh Naughton	€6,500.00	01/05/14
El Innovation Voucher 2013 2274 Smart Glass	Shannon ABC	Enterprise Ireland	Smart Glass	Tanya Beletskaya	€6,500.00	01/05/14
El Innovation Voucher 2014 2018 Career & Life Planning	Information Technology	Enterprise Ireland	Career & Life Planning	Gerry Guinane	€6,500.00	01/05/14
El Innovation Voucher 2013 3229 Gadera Ltd	Science	Enterprise Ireland	Gadera Ltd	Michelle McKeon	€6,500.00	01/05/14
Commercialisation Case Feasibility Support CF2014 0076Y	Science	Enterprise Ireland	CW Applied Technologies	Josephine Treacy	€19,432.40	01/06/14
El New Frontiers Programme 2014	Development Office	Enterprise Ireland		Gillian Barry	€125,800.00	01/05/14
El Innovation Voucher 2014 0018T Kastus Technologies	Shannon ABC	Enterprise Ireland	Kastus Technologies Ltd	Tanya Beletskaya	€6,500.00	01/05/14
Limerick City National City of Culture 2014 Scholarship	Art & Design	Limerick City of Culture		Mike Fitzpatrick	€18,514.00	01/05/14
El IP 2014 0458 Keelings The Development of a Novel Anti-reflective glass wash with Anti-microbial properties for the Horticulture Industry	Mechanical	Enterprise Ireland	Keelings	Daragh Naughton	€223,439.10	01/06/14

Project Name	Department	Funding Agency	Company	Project Leader	Value	Date
EI IP 2014 0470 Y Feasibility Study Fruit Processing Turning Waste Streams into Revenue Streams	Shannon ABC	Enterprise Ireland		Patrick Murray	€11,700.00	01/06/14
EI Innovation Voucher 2014 1187 Limerick Strand Hotel	Science	Enterprise Ireland	Strand Hotel	Tracey Larkin	€6,500.00	01/07/14
EI Innovation Voucher 2014 1094 CramdenTech	Electrical	Enterprise Ireland	CramdenTech	David Sims	€6,500.00	01/07/14
EI Innovation Voucher 2014 2116 Tamm Technologies	Information Technology	Enterprise Ireland	Tamm Technologies Ltd	Gerry Guinane	€6,500.00	01/07/14
EI Innovation Voucher 2014 1012 Thomond Park Stadium	Electrical	Enterprise Ireland	Thomond Park Stadium Co	John Cosgrove	€6,500.00	01/09/14
EI Innovation Voucher 2014 1191 Mungo Murphy Seaweed	Shannon ABC	Enterprise Ireland	Mungo Murphy's Seaweed Co	Patrick Murray	€6,500.00	01/09/14
EI Innovation Voucher 2014 1183 Soft on You Headwear	Art	Enterprise Ireland	Soft on You Headwear Ltd	Mairead Neill	€6,500.00	01/09/14
EI Innovation Voucher 2014 3080 ER Water Processing Solutions	Mechanical	Enterprise Ireland	ER Water Processing Solutions Ltd	Daragh Naughton	€6,500.00	01/09/14
EI Innovation Voucher 2014 0029T Purus Cleanroom Solutions	Shannon ABC	Enterprise Ireland	Purus Cleanroom Solutions Ltd	Tanya Beletskaya	€10,000.00	01/09/14
EI Innovation Voucher 2014-1187 BV Retail Too Queallys Supervalu	Science	Enterprise Ireland	Supervalu Kilaloe	Tracey Larkin	€6,500.00	01/09/14
EI Innovation Voucher Crum Wholefoods 2014 3060	Science	Enterprise Ireland	Crum Wholefoods	Tracey Larkin	€6,500.00	01/09/14
EI Innovation Voucher 2014 1026 Newgrange Gold	Science	Enterprise Ireland	Newgrange Gold	Tracey Larkin	€6,500.00	01/09/14
EI IP 2014 0477 (A) Cara Partners Adding value to pharmaceutical industry side streams	Shannon ABC	Enterprise Ireland	Cara Partners	Patrick Murray	€231,393.40	01/10/14
EI IP 2014 0493Y Feasibility Study Banagher Concrete	Mechanical	Enterprise Ireland	Banagher Concrete	Daragh Naughton	€9,000.00	01/10/14
EI Innovation Voucher 2013 3203 Fibonacci Ltd	Art & Multimedia	Enterprise Ireland	Fibonacci Ltd	Mark O'Leary	€6,500.00	01/11/14
FIRM 13SN401 Sensory Food Network Department of Agriculture	Science	Dept of Agriculture, Food & Marine		Agnes Bouchier-Hayes	€16,250.00	01/11/14
EI Innovation Voucher 2014 4208 SMT Tech Support	Information Technology	Enterprise Ireland	SMT Tech Support	Gerry Guinane	€6,500.00	01/11/14
EI Innovation Voucher 2014 4187 Redback Biotek Ltd	Art & Multimedia	Enterprise Ireland	Redback Biotek Ltd	Mark O'Leary	€6,500.00	01/11/14
EI Innovation Voucher 2014 4092 Glass Vac Ltd	Mechanical	Enterprise Ireland	GlassVac Ltd	Daragh Naughton	€6,500.00	01/11/14
EI Innovation Voucher 2014 4122 Junior Golf Tour Ireland	Art & Multimedia	Enterprise Ireland	Junior Golf Tour Ireland	Mark O'Leary	€6,500.00	01/11/14
IOTI Grant 2014 Transitions and exploration of loss and grief experienced by families of transgender people in Ireland LIT09	Art & Design	IOTI	IOTI	Jennifer Stritch	€34,014.00	01/12/14
IOTI Grant 2013 Smartalgae innovative, environmentally friendly, sustainable, bio-production pathways for enhanced high added-value bio-active carotenoid production from the microalgae LK01	Shannon ABC	IOTI	IOTI	Patrick Murray	€26,014.00	01/12/14

QQI VALIDATION

LIT carried out self-assessment exercises in 2011 which formed the basis of an application to QQI for re-approval to carry out research in relevant disciplines. LIT applied for continuing approval in discipline areas which were approved under the 'grandparenting' arrangement of Section 4.4.2 of 'Taught and Research Degree

Programme Accreditation Policy and Criteria' (August 2005). Each of the four schools of LIT submitted a self-assessment report (SER) to QQI April 2011 along with a brief summary of the Institute's overall research strategy. The outcome of LIT's application for re-approval is outlined in the below table;

Research Status of all QQI providers who offer research programmes at either Level 9 or Levels 9 and 10. June 2013

Record of Approved Research in LIT at June 2013 (Stage 1)			
Record of Accredited Research in LIT at June 2013 (Stage 2)			
Record of Delegated Authority Research in LIT at June 2013 (Stage 3)			
Institution	Date of QQI Decision	Research at Level 9	Research at Level 10
Limerick Institute of Technology (Approved)	2005 (GC)* 2007 (Tipperary Institute)	• Economics and Business* • Engineering and Technology (Electrical, Electronic, Mechanical, Civil, Built Environment)* • Social Sciences (Social Care)*	• Chemical Sciences, Earth & Related Environmental Sciences, Biological Sciences* • Engineering and Technology (Information Technology, Environmental Engineering)* • Computer & Information Science*
Limerick Institute of Technology (Accredited)	2005 June 2013**	Renewable Energy Control Systems Art & Design**	Art & Design**
Limerick Institute of Technology (Delegated Authority)	n/a	n/a	n/a

2005 (GC) * - This related to the Grandparenting Clause under which areas where research had been conducted in institutes prior to the establishment of QQI's Policy on Research Accreditation were deemed to be 'approved' following an evaluation process.



ENTERPRISE

Enterprise Development & Business Liaison

A) ENTERPRISE PROGRAMMES

- Total number of Programmes operated in 2014 = 11 with 4 having started in 2013 and 7 starting in 2014.
  - New Frontiers Phase 2 (2013/2014) (12)
  - New Frontiers Phase 3 (2013/2014) (12)
  - New Frontiers Phase 1 (2014/2015) (36)
  - New Frontiers Phase 2 (2014/2015) (13)
  - LEAP City (2013/2014) (10)
  - LEAP City (2014/2015) (10)
  - LEAP County (2013/2014) (9)
  - LEAP County (2014/2015) (7)
  - TESS (2013/2014) (8)
  - TESS (2014/2015) (11)
  - Franchise Start (5)
- Total Number of 2014 Participants = 121 (excluding Marketlink).
- Over 150 days of business workshops facilitated
- New Programmes in Development = 3.

New Frontiers

New Frontiers is Enterprise Ireland's national entrepreneur development programme aimed at supporting the establishment and growth of technology or knowledge intensive ventures that have the potential to trade internationally and create employment in Ireland. It is a three-phased programme, based in our Hartnett Enterprise Acceleration Centre.

The programme is open to applications from a diversity of sectors including: food and consumer products, information and communication technology, engineering and electronics, medical devices, biotechnology, pharma, digital media, cleantech/renewable energy and eligible internationally traded services. Ideally applicants have the following characteristics;

- Intend establishing a manufacturing or internationally traded services business or a new domestically traded service business with the potential to trade internationally;
- Ambitious and have the capability and commitment needed to develop a sustainable business;
- Growth orientated - planning to achieve turnover greater than €500,000 and create more than five jobs in three to five years time;
- Develop a business that is built upon a strong foundation of innovation and/or technology;
- Show evidence of a commercial market for your proposed product or service.

LIT has partnered with UL and IT Tralee to operate the New Frontiers programme in Limerick and Tralee with shared management and other resources. LIT was successful in securing funding from EI for the programme:

- Phase 1 (May/June 2014) – Introductory Phase with 36 participants on a part-time evening programme over 6 weeks with a number of one to one mentoring sessions also included.
- Phase 2 (July-Jan 2014/2015) – Development Phase with each participant receiving €15k of funding based on challenging milestones being achieved – 13 in LIT.

- Phase 3 (Jan – Mar 2015) – Rollout phase / Commercialisation phase with introductions to investors, funding rounds etc.

The programme operates from the Hartnett Centre with all Phase 2 and 3 participants receiving office space for the duration of the programme.

LEAP

The Limerick Enterprise Acceleration Platform (LEAP) programme is targeted at entrepreneurs and early stage start-up companies typically located in the Limerick and Clare region. The programme is run at the National Franchise Centre (NFC) in Limerick City Centre and expanded into the Croom Community Enterprise Centre (CCEC) in County Limerick. The programme is open to applications from a diversity of sectors. Ideally applicants have the following characteristics;

- Ambitious and have the capability and commitment needed to develop a sustainable business;
- Growth orientated - planning to achieve turnover greater than €100,000 and create more than three jobs in three to five years time;
- Show evidence of a commercial market for your proposed product or service.

The programme runs over a 12 month period with approximately 40 days of business workshops and modules, guest lectures, one-to-one mentoring and other supports.

LEAP is funded from LIT resources and with the support of AIB. There are 17 participants on the 2014/2015 programme - 10 participants on the programme which operates from the NFC and 7 at CCEC. All participants are provided with fully serviced office space for the duration of the programme.

TESS

The Tipperary Enterprise Start-Up Support (TESS) programme is targeted at entrepreneurs and early stage start-up companies located in the Tipperary region. The programme is open to applications from a diversity of sectors. Ideally applicants have the following characteristics;

- Ambitious and have the capability and commitment needed to develop a sustainable business;
- Growth orientated - planning to achieve turnover greater than €100,000 and create more than three jobs in three to five years time;
- Show evidence of a commercial market for your proposed product or service.

The programme runs over a 12 month period with approximately 40 days of business workshops and modules plus guest lectures, one-to-one mentoring and other supports.

TESS is funded from LIT resources. There were 11 participants on the 2014/2015 (9 on the 2013/2014 programme) programme which operates from the Thurles Chamber Enterprise Centre, where all participants are provided with fully serviced office space for the duration of the programme.

Marketlink Entrepreneur

Marketlink is an innovation and entrepreneurship programme for undergraduate students. The programme assists students to find business ideas, evaluate these ideas and develop the skills and model to commercialise that idea for a market event. Approximately 60 students took part in the Marketlink briefings and over 1,000 people took part in the Market Day event.

Franchise START

Franchise START is a training programme catered to those who wish to assess the feasibility of scaling their existing business using the franchise model which was delivered in Q1 2014 at the NFC with 5 participant companies. This programme helps evaluate the participant's current situation and what planning is required, areas such as intellectual property, the market, the systems, profitability etc.

Enterprise START

The Enterprise START programme offers free training and business advice to potential entrepreneurs to assist them in developing their business ideas into tangible business plans.

Enterprise START will provide guidance on assessing the feasibility of a business idea and give insights into the essential elements involved in creating a new enterprise.

The programme is run part-time over 6-8 weeks during the evening/weekend and offers a real market-place perspective on what is involved in creating a competitive and sustainable commercial enterprise.

In 2014 there were 8 participants in Enterprise START programmes which was run at the Red Door BIC.

(B) ENTERPRISE CENTRES

- 2014 - Total number of centres = 5
- 2014 – Total number of centre Jobs = 155
- 2014 – Started programmes (New Frontiers – 49 (2 Phases), LEAP/FS NFC 15, LEAP Croom 7, TESS 11)
- 2013 programmes continuing into 2014 – New Frontiers Phase 2 & 3, LEAP & TESS.
- Total Number of Jobs Created (cumulative) = ca.650
- 66,000 s.q.ft of dedicated space in 2014.
- New centres in Development = 1.
- New centres being planned = 2.

Overview

LIT has the most extensive enterprise centre programme of any Higher Education Institution in the country. With 4 active centres providing enterprise programmes and supports with a further 2-3 centres to come on stream. LIT has recognised the need to take an active lead in enterprise development.

Hartnett Enterprise Acceleration Centre (HEAC)

2014 - 83 Companies in 8 years employing ca. 350 people

The Hartnett Enterprise Acceleration Centre is Limerick Institute of Technology's Moylish on-campus incubator for innovation and growth driven business start-ups in the Mid-West region of Ireland. Funded in part by Enterprise Ireland and named after John Hartnett, LIT graduate and founder of the Irish Technology Leadership Group in Silicon Valley, the Hartnett Centre is one of the leading enterprise incubator's in the country with a strong track record of enterprise and job creation.

The New Frontiers Programme is based at the Hartnett Centre. The centre also provides space to a number of significant applied research centres, such as Shannon ABC, which are supporting existing and new enterprise development in the region.

National Franchise Centre (NFC)

2014 – Supporting 85 jobs since commencement

The National Franchise Centre (NFC) is a centre of excellence in Ireland for capturing the successful framework and methodology of franchising. Established in 2011 by Limerick Institute of Technology in partnership with Limerick Chamber, the NFC is an enterprise hub in the heart of Limerick city providing relevant educational and business training for the type of entrepreneur who is comfortable following/developing, a process based business model.

Thurles

2014 - Supporting ca. 50 jobs in 2014

Thurles Chamber Enterprise Centre is a collaborative development between Thurles Chamber of Commerce and Limerick Institute of Technology. The Centre was established to facilitate the development and growth of new local enterprises and to provide a location in Thurles which would allow the creativity and vision of the people of the area to contribute to its future economic well-being. The Centre provides a modern, well-equipped and conveniently located range of facilities for the entrepreneurs of the area.

Croom Community Enterprise Centre (CCEC)

2014 - Supporting ca. 20 jobs in 2013

Croom Community Enterprise Centre opened in May 2013. LIT has secured a 20 year exclusive agreement to provide enterprise programmes and supports and in addition has a significant space dedicated to LIT activity within the centre. The LEAP programme has expanded from originally being hosted in the Hartnett Centre to the NFC and now also the Croom Community Enterprise Centre with 7 participant companies taking part for the period 2014/2015.

Reddoor BIC – Newcastle West, Co Limerick

Supporting at least 8 new jobs in the first quarter of 2014

The Red Door Business Incubation Centre was established in 2013 by Newcastle West and District Chamber of Commerce, with the support of West Limerick Resources and in association with LIT. The aim of the Red Door BIC is to establish an incubation hub for new business in the heart of Newcastle West to support the development of new businesses, foster a spirit of entrepreneurship and create employment in the region. The Red Door BIC aims to create the optimum conditions for entrepreneurs before moving to their own commercial office space, or alternatively, developing their own business premises and creating some much needed jobs in the region. LIT delivered an Enterprise Start Programme in the centre in January 2014 which ran until March 2014.

Future Centres

The following centres are in development or are under discussion with the potential to come on stream in 2013-2014:

Questum, Clonmel

Questum is now built in Clonmel and at the time of writing this report is going through the final snagging process with furniture ordering in process and the new Questum Manager Derek Blackweir has taken up office in the centre to help oversee the final stages of development before LIT start to run programmes and activities to support entrepreneurial activity in the region. The plan is to run both an incubation and acceleration set of programmes to support new and emerging businesses in the region with a particular emphasis on the needs of local industry. This is an important development in partnership with the local authority.

International Fashion Incubator (IFIL)

Discussions are taking place with the Limerick Local Authority for the development of IFIL in the city centre.

Limerick Innovate Accelerator at LEDP

Advanced discussions have taken place with Limerick Innovate and LEDP about the development of an Acceleration Centre at their site in Roxboro.

(C) LIT ENTERPRISE LADDER

- 2014 – Roll out of new steps on the ladder

LIT's Enterprise Ladder is a unique solution for start-up and early stage companies who require a level of supporting expertise to ensure their next and subsequent steps are the right ones.

It is the visualisation of LIT's Enterprise Strategy

From a one-day boot camp to developing a high-potential technology start-up enterprise, LIT has a matching enterprise programme to ensure your start-up business has the best possible chance of success.

The LIT Enterprise Ladder makes a major contribution to the knowledge base and innovation in our region and beyond.

LIT is set to significantly build on this year on year thanks to the roll out of additional programmes at the Hartnett Centre, the National Franchise Centre and the new centres in Thurles and Croom and support in Newcastlewest, as well as the centres in development in Clonmel and the International Fashion Incubator in Limerick city centre.

All of this will have a measurable impact on new company formation, employment creation and innovation both through and with our client companies and applied research functions.

Roll out of New Steps

The finalisation of strategic partnerships with Tipperary County Council for the Questum Centre and enterprise activity in Clonmel and with an MOU in 2014 with the ITLG and Silicon Valley Partners will see further advancements in LIT's Enterprise Ladder in both programmes offered and facilities available to support enterprise development.

(D) ENTERPRISE LADDER FUND (ELF)

- 2012 – Raising over €350k to support enterprise development
- 2013 – First companies benefit from the ELF Fund.
- 2014 – 13 companies supported through the ELF Fund to date

LIT has established a seed fund to provide early stage financial equity for start-up companies. This seed fund will focus on supporting the start-up companies in LIT's existing enterprise centres based in the Hartnett Enterprise Centre in its Moylish Campus, the National Franchise Centre in its O'Connell Street Campus, Thurles Chamber Enterprise Centre at LIT Tipperary and Croom Community Enterprise Centre in conjunction with Croom Development Agency as well as the planned IFIL – International Fashion Incubator in Limerick city centre and the Questum Centre at the LIT Tipperary Clonmel Campus.

The vision for ELF is to invest funds to assist start up business so that the enterprise has enough funds to sustain itself for a period of development until it reaches either a state where it is able to continue funding itself, or has created something of value so that it is worthy of future rounds of funding. The ELF is expected to form part of and to supplement an overall financing of early stage companies.

The ELF support for a startup business is expected to be in the range of €10,000 to €25,000 per enterprise.

The fund was launched in April 2012 by Minister for Finance Michael Noonan, T.D. and a significant portion of the €1m fund target was raised in 2012.

The fund was opened to applications from LIT enterprise clients in November 2012 and awards were made in February and October 2013. Further support was given in 2014 with 13 companies now benefiting from financial support through the fund since its launch.

The Ryan Entrepreneurship Fund

The Ryan Entrepreneurship Fund is a seed investment fund launched in 2014 for start-up companies on LIT's Tipperary campuses has been established in honour of the late Dr Tony Ryan. The Ryan Entrepreneurship Fund will provide support to start-up enterprises based in the county and will primarily be directed towards companies participating in one of the enabling programmes, courses or modules on LIT's Enterprise Ladder. The founder donors are the One Foundation, Pat McGrath of PM Group, Clancy Construction and the Thurles Chamber of Commerce. The aim of the fund is to invest in start-up businesses to help sustain them through the development stage and stimulate job creation in the county. Successful applicants will receive up to €25,000 each in funding for their companies. Participants from the previous cohorts of TESS and the current cohorts can apply for support from the fund as well as other entrepreneurs from the region that LIT engage with on programmes such as New Frontiers.

(E) STRATEGIC PARTNERSHIPS

Irish Technology Leadership Group (ITLG)

LIT has partnered with the Irish Innovation Centre (IIC) in Silicon Valley and the Irish Technology Leadership Group – both of which are led by John Hartnett, an LIT Graduate and whom our Hartnett Enterprise Acceleration Centre is named after.

LIT delegates went to Silicon Valley in December 2011 to strengthen this relationship and open the gateway for our client companies and enterprise alumni. As a result of this visit the Hartnett centre clients, EPP (New Frontiers/LEAP) participants and alumni have connected with Silicon Valley and have the opportunity to participate in study and summit visits to Silicon Valley.

Silicon Valley Global Partners (SVG)

LIT has partnered with SVG to bring a new accelerator programme to Ireland called Lab353. This will initially be hosted in Dublin but with LIT enterprise programme participants and mentors having access to the resources of Lab353 in building its own accelerator programme for the region (e/g connections with key mentors) and also for driving the development of the incubator programmes like LEAP and TESS.

Silicon Valley Global Partners (SVG Partners) is a management consulting firm founded by experienced technology executives that drive competitive advantage across organisations, from strategy to implementation.

SVG own the licence to deliver the Kaufmann entrepreneurial development programme suite in the UK and Ireland and LIT is also in discussions with SVG about rolling out this programme in the region. LIT has negotiated a MOU with SVG which will provide LIT with exclusive rights to deliver these programmes in Munster, Connaught and Co. Offaly.

Chambers of Commerce

LIT has partnered with Limerick Chamber in the establishment of the National Franchise Centre and continued this model in 2012 with the opening of the Thurles Chamber Enterprise Centre – a partnership between Thurles Chamber, LIT and others. A 12,100 sq.ft enterprise centre was established on the LIT Thurles campus where a number of LIT enterprise programmes have been delivered in 2012 and 2013. LIT also has an MOU with the Newcastlewest Chamber of Commerce in support of enterprise development activity in the centre. In 2014 LIT engaged with the Clonmel Chamber of Commerce and they will move into Questum on a temporary basis in 2015 for at least 1 year and will work with LIT on support services in the reception area of the centre. LIT is examining other potential partnerships with business representative bodies where this will provide benefit to the body/community and is in line with LIT's enterprise strategy.

Community Organisations

LIT has partnered with Croom Community Development Association and together with a number of other partners built the Croom Community Enterprise Centre which opened in May 2013 with a full time manager in situ and agreement in place for LIT to provide enterprise programmes for the centre. LIT worked with Croom Community Enterprise Centre to run a short programme called CREATE and also ran a LEAP programme in 2013 and 2014.

LIT has also collaborated with a wide range of partners to finalise plans for Questum in Clonmel. This project is a design and build and work has started in September 2013. The project is due for completion in early 2015.

LIT is also working with community partners, including Limerick Local Authority to find an appropriate site for the development of the International Fashion Incubator (IFIL). This partnership should see the project advance significantly in 2014/2015.

LIT, through the Enterprise function, also works with the Limerick Civic Trust to provide support on their board. The Limerick Civic Trust is a self-funded organisation which initiates and undertakes a programme of projects for the general improvements of Limericks environment in conjunction with local authorities, state agencies and other interested parties. It is a registered charity and non-profit voluntary led organisation.

LIT, through the Enterprise function, also works with the Learning Hub and sit on the board. Learning Hub Limerick was formed with an overall aim of working in partnership with local education providers, families and young people to develop and implement practical and solution focused responses to the high levels of educational disadvantage and early school leaving experienced by local communities of Limerick City.

(F) LIT'S STARTUP BUSINESSES – HIGHLIGHTS OF 2014

Some of the businesses that LIT supports through its programmes, funds and centres continued to grow in 2014. The following are some notable achievements:

- Hartnett Centre based company NVMduration raised additional funding of US\$800k for continued disruptive flash optimization technology development.
- Hartnett Centre based company SonarSim named Best New Start-up at the Munster finals of Intertrade Ireland All-Island Seedcorn Competition. A Hartnett Centre Client, ELF recipient and LEAP (now called New Frontiers) graduate SonarSim, was named the Best New Start company at the Munster final of the 2014 InterTradeIreland All-Island Seedcorn Investor Readiness competition. SonarSim, which is based in Hartnett Enterprise Acceleration Centre at LIT, overcame tough competition from two other finalists to win €20,000 to help finance the early stages of its ventures. Now in its 12th year, Seedcorn is the island's biggest business competition for new start and early stage companies in any sector, from any part of the island. The competition, aimed at companies who have a new equity funding requirement, has an overall cash prize fund of €280,000, with no equity stake. To date over €174 million in new equity being raised by the companies who have reached the regional finals stage of the Seedcorn competition. SonarSim joins other Hartnett Centre winners including Gnarly Adventure, ALR Innovations, Algae Health, CoClarity/Goshido and Cauwill Technologies.
- LIT Graduates win Irelands Best Young Entrepreneur (IBYE) County Finals.

LIT graduates and New Frontiers participants have won their category at the county finals of Ireland Best Young Entrepreneur. www.IBYE.ie winning between €10,000 and €20,000 in award investment.

- Maryrose Simpson (My Ladybug) for Laois (graduate of Visual Communications)
- Regina Tierney (Brigids Mantle) from Co Clare (graduate of Business and Event Management)
- Aislinn O'Flynn (Sensomi) for Limerick (graduate of Design and Ceramics). Aislinn is also an LIT New Frontiers graduate.
- New Frontiers participant Eric Gargiulo of Delivery Guys Ltd. - an end to end ordering, payment and delivery service to the restaurant sector - received €20,000 for winning 'Best Established Business' in Clare.
- JP Hartigan, a LEAP (now New Frontiers) graduate from 2010, ELF recipient and Hartnett Centre alum is rubbing shoulders with the movers and shakers in the San Francisco Bay Area and Silicon Valley growing his successful start-up. He attended the Highway1 Accelerator in San Francisco and grew his team following ELF funding in 2013 from no team to a team of 7 and growing.

More information on these highlighted company achievements can be found in the LIT RED Newsletter Winter 2014

- European Space Agency contract win for Limerick firm Arralis founded by Barry Lunn, an LIT Graduate and graduate of LEAP from the Hartnett Centre in 2010. Arralis has won a lucrative contract to supply semiconductors to the European Space Agency that will feature in future unmanned spacecraft landings.

(G) ENTERPRISE EVENTS

- 2014 – Over 2,500 attended LIT Enterprise Events

ITLG Global Technology Forum

Limerick was the focus of a global business and technology spotlight on the 27th and 28th of January 2014 as technology leaders from Silicon Valley, Ireland and around the globe participated in the ITLG Global Technology Forum 2014. A Memorandum of Understanding was signed in 2013 between Limerick City and County Council, LIT, UL, Shannon Airport, Limerick Chamber and the Irish Technology and Leadership Group (ITLG) cements the relationship with ITLG, and officially established stronger commercial ties for Limerick and the Mid-West with Silicon Valley, California. It is anticipated that the Region will benefit from this agreement in terms of fostering investment, job creation, collaboration on innovation and specialist facilities and strengthening education linkages.

The ITLG Global Technology Forum consisted of several events in LIT's Hartnett Centre and LSAD, UL, Shannon Airport, City Hall and The Strand Hotel.

- ITLG Young Innovators
- Fast Pitches
- VIP Dinner
- Conference & Networking
- Dinner & Awards



ITLG Young Innovators: LIT, through Gillian Barry Enterprise Development and Business Liaison Manager at LIT, designed and managed the ITLG Young Innovators event held in Shannon Airport. The event was a huge success getting international acclaim after it hosted more than 650 students between the ages of 13 and 18 from schools all across Ireland. The event asked students to find solutions for likely challenges or opportunities the world will face in 50 years' time – how will we Live, Work, Play, Travel, Learn and Shop in 2064. The winners, from Castletroy College in Limerick, won a trip to Silicon Valley. The event was supported also by the LIT IT Department as well as many other departments and included support from students and administration staff. It is best summed up on video. Please see <http://vimeo.com/85338718> and this video showing the winners in Silicon Valley: <https://www.youtube.com/watch?v=pYpqSktQQjI>

Fast Pitches: The Hartnett Enterprise Acceleration Centre hosted a day of fast pitches to serious investors from VC's and Angel funds from Silicon Valley and Ireland. Several offices were taken over on the day by panels with more than 50 companies pitching from across Ireland (all island). A small number of companies were then shortlisted and invited to Silicon Valley for further engagement including Hartnett Centre Company Accuvio.

VIP Dinner with Business and Technology Leaders from Silicon Valley and Ireland: LIT also hosted a VIP dinner at LSAD's stunning Church Gallery on the evening of the 27th of January. The event welcomed some of Ireland and Silicon Valley's most influential technology leaders who networked with Limerick's leading organisations and business and political leaders.

Conference and Networking: Hosted by UL and televised on Irish TV this event saw around 1,000 delegates come together to discuss business, finance and technology. LIT was a major contributor to this event. Gillian Barry, Enterprise Development and Business Liaison Manager at LIT being one of the speakers before President of Ireland Michael D. Higgins who formally opened the event.

Dinner and Awards: These were held at the Strand Hotel with LIT again working with the partner organisations to bring a great networking event to Limerick. A full house of nearly 500 business leaders from Limerick and across Ireland meeting with leaders from the home of innovation and technology development, Silicon Valley. At that event, LIT's Enterprise Development and Business Liaison Manager was awarded the ITLG Leadership Recognition Award 2014 for her role in the Young Innovators event.

In all the conference saw more than 2,500 delegates over 2 days come together in Limerick and Shannon to discuss business, innovation and technology and discuss how we can work more closely in the future with our sister city Santa Clara and surrounding areas of Silicon Valley.



LIT €100k Enterprise Ladder Business Awards

Since 2007, this competition, originally the LEAP Awards, has awarded thousands in cash and business startup services to outstanding teams of entrepreneurs who submitted business plans for new ventures showing significant business potential. The business development programmes, the network of mentors, investors and potential partners, the local, national and international support, access to seed funds and the cash prizes awarded have helped many of these teams to act on their dreams and build their own companies and fortunes.

The event, held on the 12th of June 2014, brought together all the companies who took part in LIT Enterprise Development Programmes for the period 2013/2014 who were shortlisted to pitch to a panel of independent judges. The pitches were held in the morning time to a closed group and the judges announced the awards at the event which took place over a long lunch time slot. LIT invited all the New Frontiers Incubation Managers from all the other participating 13 IOTI incubators from across the country to the event along with key people from Enterprise Ireland and the Local Enterprise Office and other support agencies and organisations. The event hosted approximately 300 people on the day and included networking before and after the awards ceremony as well as guest speakers from VC's and successful entrepreneurs.



Limerick Show – Innovation Showcase

Limerick Agricultural Show is the largest agricultural show in Munster and one of Ireland's oldest with a history that can be traced back to the 1880's. The Show has had a major part to play in bringing the farming community together in particular during the vast and rapid changes which the mechanical age brought to farming during the 1930s and after. Now in a new digital age where Innovation is helping to transform the sector The Limerick Show is at the forefront again in helping to bring the farming community together with the establishment of the Innovation Centre @The Limerick Show. LIT partnered with the organisers of the Limerick Show as well as Limerick Innovates and local businesses and organisations to bring the event together. The Limerick Show brings together around 30,000 people over 2 days and the Innovation Centre hosted over a dozen innovative start-ups in the Agri-sector on the Sunday.

Limerick Business Week – Over 100 people attended LIT events

LIT held two events during Limerick Business week.

- Organic Growth Innovation and/or Strategic Alliance, held at the NFC
- Crowdfunding, held at CCEC.

Organic Growth through Innovation and/or Strategic Alliance

Innovation: In a recent study of over 1,750 executives from all over the world, 93% indicated that organic growth through innovation will drive the greater proportion of their revenue growth. But where to invest, which talent to promote to leadership roles, and which operating models will drive the most growth? Simon O'Keeffe of New Frontiers at the Hartnett Centre demonstrated how such innovation can positively affect a business which is working, locally, nationally and internationally. **Strategic Alliance:** In the last 5 years, Franchising has seen 20% growth despite a recession; it has provided €2.5 billion annual turnover and 43,000 jobs in Ireland. Franchise provides a structure through which products and services reach national and international markets daily, with the support of business partners. Yet little is known about Franchising, its suitability to an array of sectors and its power to develop Irish indigenous businesses. To help explain, meet John Mc Namara founder and CEO of BCM Business Cost Management. BCM was established in Limerick in 1993 and has grown into a worldwide business, with offices in 16 countries. BCM specialises in cost reduction, cost management and business turnarounds.

Alternative Funding - A Closer Look at Crowdfunding

Crowd funding allows you to get the capital (typically small amounts) from many different people in return for rewards and other incentives. Attendees could learn about borrowing and lending under the crowd funding model and hear the success stories and learn from others experiences.

The session was facilitated by The Discovery Partnership Ltd who are part of the LIT Training and Mentoring Panel for enterprise start-up and growth support. Two companies also spoke about their crowd funding experience.

- OurMoney.ie is an online peer to peer lending platform that gets your money moving by providing access to a community of borrowers and lenders. Businesses and Not for Profits can finance projects with loans. Not-for-profits can also finance projects with donations.
- LinkedFinance offer small businesses a new viable alternative to borrowing from the banks. People can lend small amounts to great Irish businesses at very attractive interest rates. Part of the team meet Mr Marc Rafferty, an entrepreneur with 12 years' experience in US, Holland and Ireland setting up and running SMEs.
- John Sweeney, founded Suspended Coffees eighteen months ago. He read about an act of kindness involving a suspended coffee, and wanted to spread the word, and encourage others to pay-it-forward. There are over 1600 cafés worldwide, supporting the movement by offering suspended food and drinks in their shops. John's gift of touching people from the very first time he speaks with them is what gives him the innate ability to connect with them on a personal basis. He believes everyone has the ability to leave their mark on the world, leaving a powerful social footprint. His goal is in helping others achieve this.

Regional Business Awards

LIT is proud to be the main sponsor of Limerick Chamber's Mid-West Region Business Awards which gives businesses a platform to showcase their accomplishments.

This event is a celebration of business success and highlights business achievements, innovation and excellence in the region.

The winning businesses demonstrate a commitment to success through innovation, investment expansion, strategic acquisition or service performance that has led to a significant increase in business.

Over 100 people attend the awards launch and over 400 people attended the award presentations at the Limerick Chamber President's dinner.



Marketlink Entrepreneur

Marketlink is an innovation and entrepreneurship programme for undergraduate students. The programme assists students to find business ideas, evaluate these ideas and develop the skills and model to commercialise that idea for a market event. Over 100 students attended the Marketlink briefings and over 1,000 people took part in the Market day event.

Other Events

All centres hosted a large number of events, small and large, throughout the year as well as inviting organisations and agencies in to run events and training/workshops in areas that support entrepreneurship development including:

- Management Works which is a training network which helps firms to improve their business performance by providing a range of subsidised, tailored programmes which are supported by professional business mentors. The purpose is to assist firms to grow in terms of their sales, output and employment. Management Works is an initiative of Skillnets Ltd. and is funded from the National Training Fund through the Department of Education and Skills. Note – this event also took place in *Croom Community Enterprise Centre*
- Who to Talk to, Thurles – September 10th 2014. The event was aimed at individuals who are considering starting or expanding their business. It aimed to provide an opportunity for existing businesses to network and hear about supports and finance available. As in previous years, the event featured over 30 information desks/stands, a funding workshop, keynote address and a number of new features have been added this year including – the 'Business Expo' – a showcase of businesses set up in Tipperary over the past 18 months.

- TCEC and CCEC also hosted a number of LEO office events and Skillnets training as well as hosting elements of the regional NFTE Competition – Network For Teaching Entrepreneurship. An event was also hosted in the Hartnett Centre to support NFTE who work with local secondary schools and youth groups.

Breakfast Club meetings, lunch time events and coffee mornings and events continued with an event taking place in one or more locations each week.

OTHER ACTIVITIES

Other activities organised throughout 2014 included

- Support for the IT for Limerick initiative.
- A Silicon Valley follow up visit on the ITLG Global Technology Forum and MOU as well as a study visit to several incubators and acceleration centres and included a meeting with one of the ELF recipients and Hartnett Centre Alum, Shadowman Sports who was accepted onto the Highway1 accelerator in San Francisco as well as meetings and relationship building with Santa Clara University, Stanford University and Santa Clara Sister Cities group and president. A full report is available on request.
- Millennium Theatre and other commercial activity.
- Community Activities (Limerick Civic Trust, Learning Hub, Campus Engage, Limerick City Build).
- And not least IDA FDI itineraries.

DEVELOPMENT UNIT

Background

The Development Unit based on the Thurles Campus has been in place for four years and now has responsibilities that extend to the whole of LIT. The work carried out by the Development Unit is quite diverse and includes the facilitation of all non-research development projects and consultancy activities across LIT, the co-ordination of the Innovation Voucher work of the Institute and being the Office of Vice President for Research, Enterprise and Development presence in Tipperary, engaging with public bodies, communities and enterprises in conjunction with the relevant faculties, departments and functions across all of LIT. The Development Unit also assists other functions of the Institute, including the organisation and running of events and participation in the activities of the academic departments based in Tipperary when requested.

Activities of the Development Unit

During this period the Development Unit based in Thurles undertook a wide range of activities. These included:

- Development projects;
- Consultancy projects;
- Networking;
- Operational responsibility for the Thurles Chamber Enterprise Centre (This is reported on within the Enterprise Section);
- Co-ordination of the LIT input to the development of Questum, the Clonmel Research, Development and Enterprise Centre;
- Input of the Tipperary perspective into the research function and acting as a link between Tipperary-based researchers and that function;
- Co-ordination of Innovation Vouchers;
- Life-Long Learning under the Leonardo Mobility Fund;
- Leading on the Social Enterprise engagement of LIT;

- Publication of the bi-annual Research, Enterprise and Development (RED) newsletter;
- Co-ordination of the redevelopment of the LIT website pages related to the Office of the Vice-President for Research, Enterprise and Development;
- Engagement in International Placement program.

This report focuses on the development projects and consultancy projects in which the unit was engaged within or close to the relevant period.

Development Projects

SUSTAINCO

This is a follow-on from the very successful Concerto-funded SERVE project with some of the same partners and commenced towards the end of 2012. SUSTAINCO aims to support ambitious European vision for the energy performance of its buildings. By 2020 all new buildings shall be Nearly Zero Energy Buildings (NZEB), with intermediate targets by 2015. The project will build capacity within the partner countries through exposure to best practice (from CONCERTO and other projects), supporting integrated approaches to design and retrofitting of buildings and building capacity in rural regions to engage in the Covenant of Mayors.

An important activity of the SUSTAINCO project will be to increase the visibility of front-runners, for both new build and/or renovation, with the aim of capacity and confidence building in the public sector.

During 2013-2014 the Sustainco project continued the production of a variety of different outputs including a training template and training and education resources for Near-Zero energy buildings.

ENDURANCE

ENDURANCE aims to build an effective, European-wide structure to support the establishment and implementation of Sustainable Urban Mobility Plans. In order to achieve this, it aims to make the efforts of many European projects and programmes enduring by channelling their efforts into a common structure, by filling the gaps and by making these efforts enduring beyond the end of the projects.

The Endurance project commenced operation in 2012 and initial contacts were made with the five cities in Ireland as well as the National Transport Authority. While the changes in Local Government have created a difficult environment for this project, during the 2013-2014 period the first SUMP network meeting was held with Local Authority and NTA participants and a work programme for the following 12 months was devised. This work programme is now in the process of being implemented.

REPUTE

REPUTE - Renewable Energy Public Transport Enterprise - is a project funded under the Atlantic Area Transnational programme which is aimed at promoting the use of renewable energy and energy efficiency in public transport. The project aims to effect change at policy and personal level. A group of seven partners and two associate partners will work together over an eighteen month period to become a catalyst for a dynamic and innovative application of renewable energy to the public transport sector.

During the course of the project a state of the art guide on the use of renewable technologies in public transport will be published. A workshop will be held in each participating region engaging national, regional and local government. There will be two pilot projects integrating state-of-the-art renewable technologies with the

development of personal travel plans. The project will close with a conference tour in June 2015, taking in each of the partner regions and sharing the learning of the project with policy makers, transport professionals and the general public.

During 2013/14 the project commenced and LIT completed its tasks of developing a website, publishing a newsletter, contributing to the state of the art guide and hosting a partner meeting.

Time to Change Programme

This programme continued in the period covered by this report and as of now over 500 participants have completed the innovative programme which is aimed at people who are unemployed who wish to return to education, employment or start their own business. This programme is delivered by LIT-Tipperary. The programme is funded by SECAD (South East Cork Area Development) and has been delivered locally across several venues in Cobh, Ballincollig, Youghal and Midleton.

The programme includes the following ; identifying skills and resources of each participant; building self-confidence, personal responsibility and individual power, helping participants to identify areas for development, helping participants to set a training or an opportunities route for themselves, exploring participant's vision for their lives, helping participants develop their own goals, helping participants to reach those goals.

This video captures the Time to Change spirit in action:

<http://vimeo.com/51799558>

CESBEM

The CESBEM IV and V Programmes (COMPETENCE ENHANCEMENT IN SUSTAINABLE BUILDING THROUGH EUROPEAN MOBILITY) evolved from the successful CESBEM I project run in 2009/10 and CESBEM II project run in 2010/2011 and CESBEM III Project run in 2012/2013. They are aimed at craftspeople in the construction sector to provide up skilling in the field of energy efficiency in buildings. Approximately 350 people completed projects I, II, III and IV. The project is supported by Leargas, under the European Union's Leonardo da Vinci Mobility programme.

CESBEM IV and V consist of the following training (free of charge) for participants:

- 40 Hours German Language & Cultural Training at LIT;
- Two weeks Technical Training with Sustainable Experts in KOMZET in Germany (Centre of Vocational Excellence in Energy Efficiency in Buildings).

The projects have been developed because:

- In Ireland craftspeople receive limited specific training on sustainable building during their apprenticeship. The CESBEM Programme links the training and practical demonstration of sustainable building;
- The Irish White Paper on Sustainable Energy commits to 20% savings in energy consumption by 2020 and the National Energy Efficiency Action Plan identifies the residential sector as providing the greatest share of these savings;
- New buildings regulations in 2008 and 2011 require highly efficient buildings; therefore good construction techniques are vital. It is aimed to move to a Near Zero Build Standard;
- The 2008 FÁS Irish Labour Market Review noted 'The construction sector has seen the largest number of job losses,' and that training was required to up skill people in this field;
- Energy rating of buildings is now a part of construction sector in Ireland so increased knowledge in the area represents a benefit.

Principal Actions

The CESBEM IV and V Programmes aimed to:

- Enhance knowledge in the field of sustainable building of people in the construction sector in Ireland;
- Develop new skills in the field of sustainable building (e.g. air pressure testing) for participants;
- Expose participants to working practices and specifications in German construction related companies (timber production, window production, prefabricated house manufacturer etc.);
- Compare and contrast Irish and German Building standards and regulations;
- Increase participants' knowledge of German culture and language.

HEATPLUS

The HEATPlus II and III Programmes were developed because plumbers will be required to have increased knowledge of new heating and ventilation systems which are becoming the norm within both new and retrofitted buildings and follows on from the successful HeatPlus I Programme. There are a number of drivers for this change including;

- New Irish dwellings have to achieve energy consumption levels 60% below that of a house built in 2005. This requires advanced heating systems with high efficiencies and dedicated heating control systems. Plumbers traditionally have limited training and exposure to these new advanced heating control systems;
- New Irish building regulations requiring 10% of all heat within a building to be provided from renewable energy. These systems will require to be integrated with existing systems;
- Increased presence in the Irish market of heating and ventilation systems (HV), mechanical heat recovery systems (MHRV) and passive ventilation systems. The wide range of systems will require plumbers to be able to identify the need for, and plan for installation of, such ventilation systems.

Principal Actions

The HEATPlus Programmes aim to;

- Enhance participants (plumbers) knowledge in the field of sustainable heating and ventilation systems;
- Develop new skills in the field of sustainable heating (building physics, air pressure testing, system sizing etc) for participants;
- Expose participants to working practices and specifications in German heating and ventilation related companies (solar panels, condensing boilers, air pressure testing, biomass boilers etc.);
- Compare and contrast Irish and German Building standards and regulations;
- Increase participants' knowledge of German culture and language.

REMSOB

The REMSOB Programme (Retrofitting Multi-Storey Buildings) has evolved from the successful CESBEM and HEATPlus projects run by the Development Unit. It is aimed at architects, surveyors, engineers, architectural technicians, planners and other similar construction professionals both employed and unemployed, to facilitate the transfer of knowledge from Germany to Ireland, of current best-practice and knowledge in relation to the energy efficient refurbishment of multi-storey buildings. In the context of this programme multi-storey buildings are defined as those buildings of three storeys or more. The programme is funded by the European Commission - Leonardo da Vinci Programme Fund, which is administered by Leargas in Ireland.

Training is hosted by KOMZET Germany, (Centre of Vocational

Excellence in Energy Efficiency in Buildings), with a special emphasis on retrofitting, building physics, energy efficiency, diffusibility and airtightness, ventilation systems and 3D scanning. Training takes place over a two week period and a total of 60 people will be trained as part of the project in three groups of about 20 each by the time the project is finished.

Upon completing the REMSOB programme, participants:

- Have enhanced their capacity to develop local solutions tailored to the Irish multi-storey built environment;
- Have increased their ability to plan a multi-storey refit project;
- Have acquired new theoretical knowledge and practical knowledge in energy efficiency, building physics and design principles using timber construction techniques in multi-storey buildings;
- Have been up skilled so that they can apply the new construction design techniques in line with new Building Regulations and the Energy Performance of Building Directive Recast (EPBD recast);
- Be in a position to maintain or develop new employment opportunities in the construction sector in Ireland;
- Have increased their knowledge of German culture and language.

During 2013/14 about 40 participants took part in the programme. Feedback from participants was extremely positive and all stated that it was an excellent learning experience.

A2PBEER

The A2PBEER Project continued during this period. This is a major project with over 40 partners and a four-year time-span. The objectives of the A2PBEER Project are as follows;

- To demonstrate that current Near Zero Energy Buildings requirements can be achieved in public buildings through already available, affordable and adaptable technologies;
- To develop, demonstrate and evaluate an innovative systemic retrofitting methodology for Public Building and District and different solutions Kits into the Demo District;
- To develop a new methodology and solutions that would be easily adapted into any climate conditions and any typology of Public Building.

The principal activities of LIT are as follows;

- Coordinate and manage all project dissemination and knowledge transfer activities to a high level of quality;
- Develop and implement training programme which will result in 8 trainers and 150 up to 300 trainees;
- Promote the activities and results of the project to all relevant stakeholders at a regional, national and European level;
- To carry through transfer of knowledge seminars and the final conference.

During this period the website and logo were developed, a survey of those who would be expected to partake in the training programme was developed and the outlines of the required training programme were also developed.

This project also involved the attendance of Development Unit staff at a number of international project meetings.

Qualibuild

Qualibuild is a follow-on project from the BUSI project which was completed in 2013 and which addressed the issue of construction workers' knowledge regarding energy-efficient buildings. The Qualibuild project commenced in November 2013.

- The principal focuses of the Qualibuild project are as follows:
- The target group is craft workers and operatives in the building construction sector. A core principle of the Irish Build Up Skills (BUSI) Roadmap is one of quality building. By focusing on quality building, of which low-energy buildings is a priority theme, this creates greater opportunities for the construction supply chain to take ownership of the issue;
- Road Map Priority Issues
  - Core Knowledge
    - The BUILD UP Skills QualiBuild project will address one of the main issues identified within the Irish Build Up Skills (BUSI) Roadmap i.e. all construction workers lack the core knowledge in relation to low energy buildings. The project will;
    - Develop a Foundation Energy Skills Programme for the target group
    - Implement a Train the Trainers programme to increase the knowledge and competency of trainers involved in construction training.
  - Registration System
    - The Roadmap highlighted the need to back up training provision with mechanisms which allow workers to benefit, in the market place, from having taken such training. Building on experiences from other schemes in Ireland, BUILD UP Skills QualiBuild will develop and implement an industry backed Quality Building Training Registration Scheme.
  - Communication Campaign
    - The development of a culture within the construction sector which has quality as a core value requires strong communication. BUILD UP Skills QualiBuild will implement a focused, innovative and targeted communication campaign to convince consumers, workers and construction companies of the value of addressing quality when completing low energy building projects. This includes a campaign to develop a common Quality Building language between construction professionals and workers.
  - National Roll Out
    - Ensuring that the BUSI Roadmap actions are fully integrated into the Irish construction sectors policy and practice requires funding, ownership of actions and additional support measures. The National Roll Out Plan will set a path for the full implementation of the BUSI Roadmap, transfer ownership of BUILD UP Skills QualiBuild outputs to relevant stakeholders and also set objectives for post 2020.
  - Qualification and Training Schemes.

The major outputs from BUILD UP Skills QualiBuild in relation to qualification and training will be;

- A Foundation Energy Skills Programme targeted at all construction workers and operatives with content available in hardcopy and on-line
  - EQF Level 4 & 5.
  - 200 people trained
  - Nationally validated programme.
  - Programme structure, content transferred to National Agency at end of project.

This part of the project was significantly advanced during the year but it was decided that a Level 6 award would be more appropriate.

- A Train the Trainers programme which will increase the knowledge and competency of trainers involved in construction training in Ireland with content available in hardcopy and on-line.
  - EQF Level 5 or 6
  - 100 people trained
  - Nationally validated programme
  - Programme structure, content transferred to National Agency at end of project

This part of the project was completed during the year.

As well as these key actions the following supporting measures will also be pursued;

- A proposal for a **Continuous Professional Development (CPD) scheme** for trainers in the construction sector.
- A **Quality Building Training Registration System**, driven initially by industry, which will provide a transparent means of demonstrating the level of competency and knowledge craft workers/ operatives have in relation to low energy buildings. 2,000 workers registered by month 26 of the project.
- A **Quality Building Communications Campaign**, focused on the theme of low energy buildings, which will target all consumers, builders and workers. 10,000 unique visits to web portal and 30 video interviews with relevant stakeholders as part of a Quality Building Communications Campaign.
- A **National Roll-Out Plan** which reinforces and ensures the sustainability of the BUSI Roadmap actions, while also addressing actions post-2020. Mobilisation of €1m of additional funding resources by the end of the project for additional training and support activities.

A significant conference event was held in Dublin relating to this project. The event was attended by Minister Damien English and included a variety of stakeholders and learners across two days.

Innovation Vouchers

The Development Unit has responsibility for Innovation Voucher activity within LIT. Yvonne Doyle and Ciaran Lynch have developed a number of protocols and forms to facilitate investigators as well as the Finance and HR Departments. During the year the two funds which it had been agreed should be established from the IV overheads to support the research activity of the Institute was completed and their implementation commenced. Innovation Vouchers were completed representing an income to the Institute of €182,000.

Consultancy Projects

Ballyhoura Community Development Research: This project was led by Dermot Carroll and Ciaran Lynch and was aimed at helping Ballyhoura to refine its participatory community planning model. The project is focused on Charleville and Knocklong and continued during 2013/14. The project and final report was completed in 2014.

Facilitation of the amalgamation of Waterford County and Waterford City Community Forums: This work was commenced in 2013 and carried on during 2014. The project is continuing and is expected to be completed in 2015.

Facilitation of a review of the structure and governance of Waterford Sports Partnership: This work was commenced in 2013 and continued in 2014. It is anticipated that this work will be completed shortly.

Facilitation of a review of the Met Eireann Strategy: This work was carried out in 2014 and involved facilitating the management of Met Eireann to review its current and future activities and structures.

Strategic Plan for ICOs regarding the establishment of an Institute for Co-operative Governance: This work commenced in late 2013 and was completed in 2014. It involved the preparation of a report for ICOS on the possibility of establishing an Institute of Co-operative Governance to promote the idea and principles of good governance amongst its members.

Networking

As part of its work activities the Development Unit participates in a variety of networking activities. This includes the following organisational memberships:

Body	Role	Type
North Tipperary County Development Board	Member	Public Body
South Tipperary County Development Board	Member	Public Body
North Tipperary Traveller Interagency Strategy Steering Group	Member	Public Body
South Tipperary County Development Board LA21 Committee	Chair	Public Body
South Tipperary Volunteer Centre	Secretary	Company
North Tipperary Green Enterprise Centre Cloughjordan	Board Member	Company
Kilkee Waterworld	Board Member	Company
North Tipperary Sports Partnership	Chair	Company
Tipperary Energy Agency	Chair	Company
Communities Creating Jobs	Member	Company

In addition the Development Unit is developing relationships with a number of national and regional organisations including Muintir na Tire and Communities Creating Jobs. It is also facilitating research and development work with the HSE.

Projects active during the period

Project title	School Dept.	Total LIT value €	Contract end date	Funding Source	Principal Investigator
Cesbem IV	Dev Office	161980	01/05/14	Leargas	C Lynch
Heatplus II	Dev Office	124956	01/05/14	Leargas	C Lynch
Cesbem V	Dev Office	172575	01/06/15	Leargas	C Lynch
Heatplus III	Dev Office	172575	01/06/15	Leargas	C Lynch
REMSOB	Dev Office	138435	01/12/14	Leargas	C Lynch
Sustainco	Dev Office	217028	2015	EU	S Hoyne
A2PBeer	Dev Office	272833	2016	EU	S Hoyne
Endurance	Dev Office	79457	2016	EU	C Lynch
Repute	Dev Office	60000	2015	EU	C Lynch
Waterford City and County Community Forums	Dev Office	4500	2014	WCCC	C Lynch
Waterford Sports Partnership	Dev Office	2000	2015	WSP	C Lynch
ICOS	Dev Office	5000	2014	ICOS	C Lynch
Training Needs Analysis	Dev Office	4500	01/03/14	Tipperary County Council	C Lynch
Ballyhoura Community Planning	Dev Office	15000	01/03/14	Ballyhoura Community Development	C Lynch
Time to Change	Dev Office	20000	01/12/14	SECAD	C A O Connell

Projects applied for during the period

A number of projects were applied for during the period, some as lead partner and some as an ordinary partner. These projects included:

- ITUS an Erasmus + project regarding the up-skilling of ICT graduates.
- InELM and Erasmus + project regarding the development of an international LEADER training programme.
- IPEYE an Erasmus + project within the Erasmus for Young Entrepreneurs Programme.
- BOOMDER a Horizon 2020 project regarding the retrofitting of buildings for energy efficiency.
- Train to NZEB a Horizon 2020 project for the establishment of an up-skilling system for construction workers in Bulgaria.

While the result of all of these applications has not yet been received, it is clear that the environment for funded EU projects has become particularly challenging and the success rate of project applications has declined dramatically under Horizon 2020. Nevertheless, the evaluation of many of the project applications is sufficiently positive and excellent in many cases and encourages the unit to re-submit them with some amendments and these submissions will be made in 2015.

Other activities

In addition to the above the development unit contributed to a wide range of engagement activities during the year. These included:

- Participation on a sub-committee of the DECLG Alignment Group that produces the Guidelines for the new Local Economic and Community Plans;
- Facilitation of the LECP process in County Tipperary;
- Presentation at a number of conferences on rural development and Local Government reform;
- Contribution to the Committee for the Economic Development of Rural Areas set up by the Government;
- Publication of a book on Personal Development by LIT;
- Organisation of a number of important events in collaboration with others including the Who to Talk To event with the LEO in Tipperary;
- Completion of a Health Needs Assessment for the Cashel Primary Care Team;
- Publication of the Communities Creating Jobs Newsletter.

LIT FOUNDATION ACTIVITY

The LIT Foundation activity within the Office of the Vice President for Research, Enterprise and Development identifies, develops, fosters and nurtures strategic, tactical and operational partnerships of mutual benefit with alumni, individuals, trusts and foundations, the public sector and the corporate sector. The function offers opportunities to all these stakeholders to become involved in the very positive initiatives within the institute ranging from student scholarships, seed fund support for start-up businesses in the institutes enterprise centres, establishment of new curricula, support for LIT's Research programme, support for campus capital development and strategic partnerships throughout the institute. The mission of the LIT Foundation is to develop a culture of support and giving for LIT, to develop a community of stakeholders

willing to help operationally, tactically and strategically, to raise the support, funding and advice required to maintain LIT as an internationally recognised world-class Institute through the implementation of its Strategic Plan. In this regard, the Foundation activity has focused on building the platform for this medium to long-term success through an exercise of creating a high-level Thought Leadership team representative of all segments of our community and society, adopting a "friend-raising" strategy and building and creating a community of long-standing supporters who engage with the Limerick Institute of Technology because they chose to.

Initiatives worked on to date to support the creation of this platform of stakeholders include the following:

LIT THOUGHT LEADERSHIP TEAM

Creation of the LIT Thought Leadership and Advisory Team from Industry, Business, the Public Sector, Community and LIT's Alumni. This group provide guidance and direction on the strategic direction of the LIT Foundation and LIT's strategic plans, it opens up its personal and business network in support of LIT's initiatives, it has supported individual projects directly and indirectly and individual members champion separate initiatives of the Institute.

EMBRACING OUR ALUMNI

The LIT Foundation compiled a database of 33,000 LIT alumni going back to 1976. Work is ongoing to validate the accuracy of the contact information and plans are underway to establish connections via social media and otherwise. An Alumni website has been prepared for this process which will help the LIT Alumni reconnect with their alma mater. This will allow the opportunity to share with the Alumni the exciting initiatives in the Institute they might like to be positively associated with.

FRIENDRAISING

In developing a fundraising strategy for LIT, the LIT foundation embarked on an international survey to determine the depth and breadth of the relationships already in place and more importantly needed to support the strategy, in effect a survey to determine the "Friendraising" strategy required. This survey focused on:

- How strong are the relationships with local businesses and high-profile entrepreneurs based in or from the area?
- What are we offering potential supporters in terms of IMPACT and BENEFITS rather than features?
- How is LIT perceived publicly?
- With whom are we competing for support and funding?
- What is unique or distinctive about our approach in comparison to any similar organisation?
- Over 50 key contacts participated in the survey informing our thinking on our future strategy which has resulted in a focus of "friendraising" in the first instance.

STRATEGIC INITIATIVES AND ALLIANCES

The LIT Foundation has initiated and engaged in a number of key initiatives leading to new and evolving strategic alliances for LIT. They include:

- Barringtons Hospital leading to the joint development of a MedTech programme commencing September 2015;
- Limerick Chamber of Commerce leading to the establishment of the National Franchise Centre and the creation of over 50 start-up businesses since 2013 as well as the partnership with LIT

being the headline sponsor for the Limerick Region Business awards;

- Irish Technology Leadership Group (ITLG) annual 2014 Forum securing financial and BIK supports in excess of €150,000 and supporting the inaugural and highly successful Young Innovators programme;
- Dell leading to their highly active participation in LIT's annual showcases and their significant support of the ITLG Young Innovators programme;
- Precision Turned Parts Manufacturing Association (PMTA). In support of the launch of Precision Engineering programmes, secured pledges of €100,000 from key PMTA company members;
- The One Foundation leading to the launch of the Ryan Entrepreneurship Fund for Tipperary;
- DCU Ryan Academy resulting in many collaboration exchanges in the areas of enterprise supports, seed and venture capital raising as well as philanthropy;
- ESB innovation leading to a proposal on a "Better Energy Credit" Pilot with LIT and 3 other industry partners;
- Limerick City Build: Actively supported this unique "Builder Entrepreneur Programme" incorporating a special purpose award from LIT for their training programmes and integrating it with LIT's Enterprise Ladder;
- Ireland Funds: Attended their annual events extending our network of international contacts and participated in their flagship grant round application;
- Social Entrepreneurs Ireland: and participated in their social entrepreneurs Ireland awards application programme with the "Double Club" project.

As LIT grows in its international standing, the LIT Foundation, through the support of its "friends" and donors will continue to assist LIT in forming relations with strategic partners who will allow the institution to become increasingly successful. Their expertise and the potential of shared resources will translate into a strategic vision and increased success for our academic community.

PHILANTHROPY AT WORK

Since its establishment, the LIT Foundation has worked to advance the strategic priorities and academic objectives of LIT, with the generous support and goodwill of donors and supporters. The Foundation has raised benefit-in-kind supports and funds to date for priority pillar projects for LIT. These include student scholarships, seed fund support for start-up companies and enterprise centre infrastructure.

Student Scholarships

Through support from friends and donors of the LIT Foundation, LIT has supported student scholarships over their 4 year curriculum for 17 students collectively valued at €200,000 and who otherwise could not afford to continue their studies.

Seed Fund support for Enterprise Centres

Minister for Finance, Michael Noonan T.D. launched the LIT Enterprise Ladder Fund with a target of €1M to be raised from philanthropic donors. Through support from friends and donors of the LIT Foundation, this fund together with an Enterprise Ladder Fund launched in Tipperary called the Ryan Entrepreneurship Fund for Tipperary after Dr. Tony Ryan have collectively raised donations and pledges of €620,000 to date. These seed funds provide early stage financial equity for start-up companies helping to nurture their growth in their formative years and create employment.

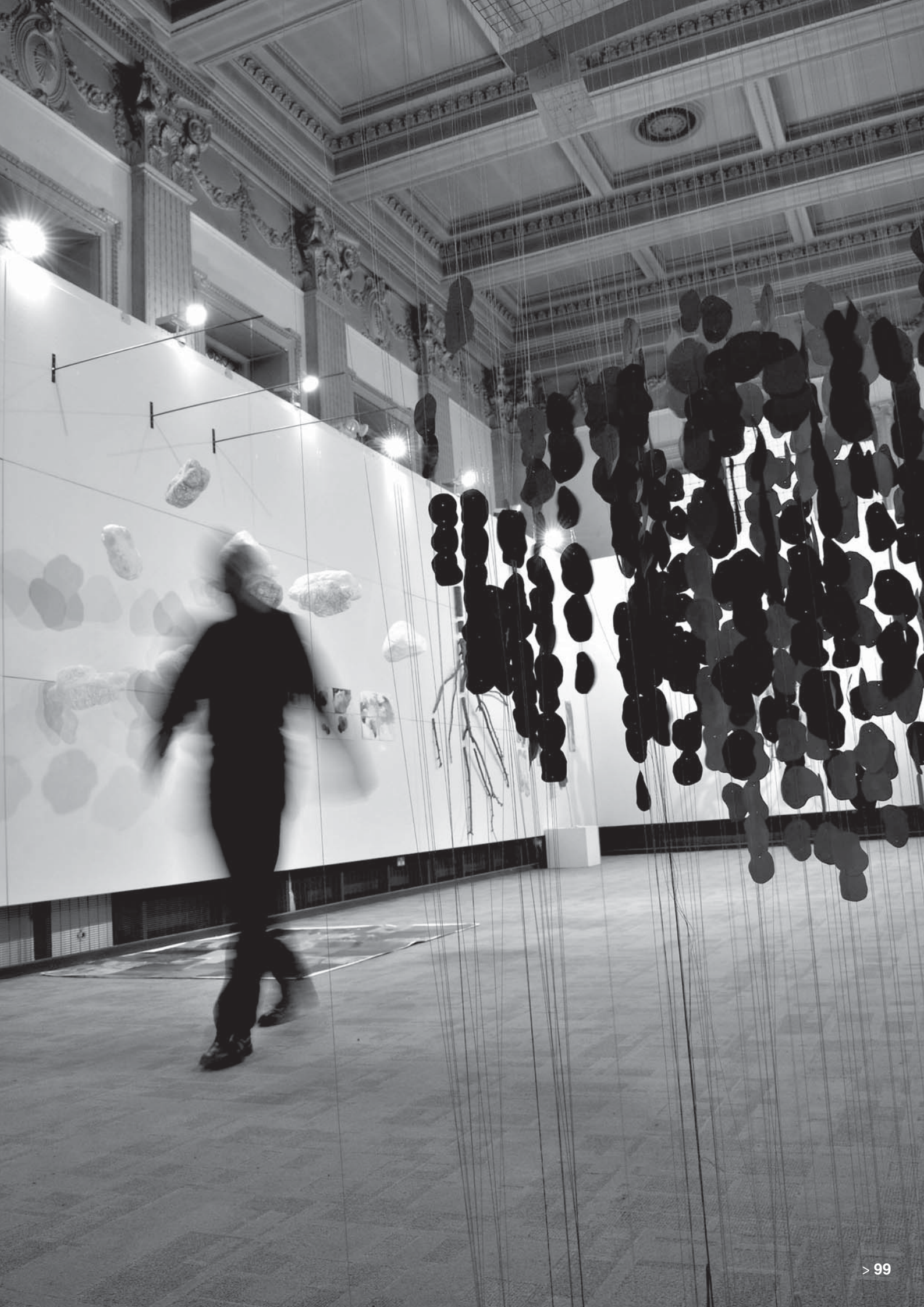
Infrastructure Support for Enterprise Centres

On behalf of LIT, the LIT Foundation spearheaded the establishment of the National Franchise Centre in conjunction with Limerick Chamber of Commerce. Through support from friends and donors of the LIT Foundation, the centre was fitted out with the latest open plan office furniture supporting spaces for 40 desks, discounted premium city centre accommodation was secured as well as funds from the European Globalisation Fund, collectively valued in excess of €600,000.

Capital infrastructure

The LIT Foundation prepared the Funding Campaign for LIT's flagship Community Engagement Gateway project and initiated strategic negotiations for support from key stakeholders and philanthropists. Being a medium to long-term project, progress on this campaign is ongoing and on schedule.





Our Places sets out the physical development proposals to enable and embed LIT's educational philosophy of active learning.

CAMPUS PLANNING & DEVELOPMENT

active learning in

CAMPUS PLANNING AND DEVELOPMENT

CAMPUS 2030 – OUR PLACES – CREATING PLACES WHERE PEOPLE WANT TO BE



Campus 2030 Our Places sets out the physical development principles and proposals to enable and embed LIT's educational philosophy of active learning throughout our Estate.

The masterplan proposals consist of a number of connected learning clusters. Each campus sets out clearly the key masterplan objectives. Each campus is reviewed in the context of the broader LIT Estate and a roadmap for their future development is identified.

A central driver for **Our Places** is creating places that people want to be. Improving and modernising the surrounding learning environment is a key consideration for LIT and the masterplan proposes a number of major strategic development initiatives.

The campuses are currently highly internalised and the opportunity is to create better external collegiate spaces that act as suntraps and social spaces. A series of linked urban spaces are proposed throughout the campus creating new green pathways between buildings and facilities.

FUTURE SPACE CHARACTERISTICS

LIT's vision of learning space for the 21st century is one of a student-centred, quality environment encompassing physical and virtual networks that promote the best educational outcomes for the entire learning community. Standards for learning and teaching space (both physical and virtual) are shaped by iterative evaluation based on student and staff feedback.

The following teaching and learning spaces consider the attributes of how future space should be developed to suit the pedagogical models envisaged by LIT.

TEACHING SPACES

Central to **Our Places** is the delivery of an enhanced learning experience for our students. The plan will empower the relationship between spatial design and pedagogy. This relationship is seen as the catalyst for the development of new teaching and learning spaces and is fundamental to the delivery of LIT's active learning educational philosophy.

Central to the philosophy is student engagement through relevant, authentic active learning approaches such as case studies, group discussions, hands-on practical assignments, self-directed and peer/group learning.

Each academic programme of study within LIT can be mapped against these active learning approaches. The subsequent variety of instructional methods and teaching spaces needed across LIT's academic programmes influences the design and operation of all our spaces.

Teaching spaces are utilised as a network of spatial assets, each supporting and strengthening different teaching and learning methodologies.

LEARNING SPACES

The spectrum of active learning methodologies creates valuable opportunities for learners to engage in the learning process. Furthermore, this learning philosophy enables learners with a diverse learning profile to select academic programmes that suit their personal preferences in terms of content, teaching methods and learning styles.

Our Places identifies the critical importance of developing a range of learning spaces which are 'student centred'. This requires some deconstruction in the way in which all stakeholders think about existing learning spaces to enable these spaces to evolve beyond their original brief.

The vision for learning spaces includes the remodelling of existing learning spaces, the creation of new physical and virtual learning spaces and the evolution of a teaching and learning praxis which is reflected in our campus development plans.

SOCIAL LEARNING SPACES

Our Places identifies social learning spaces as an integral element of LIT's network of spatial assets which support learners as they interface their individual learning styles with LIT's learning environments. Social spaces should encourage learner conversation, collaboration and interpersonal engagement in a safe and stimulating environment.

Social learning spaces will be created to enable learners to transform a diverse range of experiences into a personal educational biography during their time spent at LIT.

Improvements to both external and internal social spaces are central to providing a flexible and learner centred campus experience. Providing places to sit which are safe and inclusive are part of LIT recognising the social priorities of a 21st century campus.

The campus is an integral part of the community. Improving connections with our neighbours over time will allow the campus to become a gateway to the city. Connectivity with Thomond Park, home of Munster Rugby is proposed as part of the creation of a new city quarter on the north side of the city, providing a bridge between the regenerated communities on the north side and the city centre.

Gateway projects to symbolise engagement, openness and connectivity will be delivered on all campuses. The delivery of sports projects in conjunction with partner organisations will increase participation and access to the campus through a variety of programmes and facilities.

Strategic key moves are based around unlocking potential of the existing campus and aligning the effective delivery of education with the Estate's provision.

ESTATES DEPARTMENT

Moylish Campus

- The major development for 2013/14 period was the refurbishment of the student dining area. The refurbishment of this space was the first time any significant works had been undertaken in this location since it opened in 1997. The original refectory table layout combined with aluminium bistro chairs, whilst efficient and durable, was an uncomfortable and noisy environment increasingly complained of by our students.
- The Refurbished dining area included the renewal of all the flooring, the installation of banquette built in soft seating to define more discrete zones within the dining area. The use of seating, partitioning, planting and colours led to the theming and naming of this space as the 'Green Rooms'
- Additionally, the dining area was augmented by the provision of a dedicated 'deli' counter and a franchised outlet of 'Insomnia'
- The overall works have been transformational and the feedback both direct and empirical is that it is very popular and successful. It has provided a key "social learning" space on the Moylish Campus.
- Other works carried out in Moylish included the painting of classrooms, the replacement of water tanks, roof repairs, installation of recycling facilities and purchase of additional classroom furniture all carried out under the Summer Works programme.

Clare Street/Georges Quay

- The most significant works carried out in Clare Street campus was the repair and refurbishment of the church gallery ceiling. This was a major work of conservation to a protected structure. The works were necessary due to accumulations of pigeon guano over many years leading to additional burden on the decorative vaulted plaster ceiling. Specialist conservation methods were used in order to fully restore the ceiling to its original glory and to ensure its integrity.
- In Georges Quay an additional photography studio and additional knitware studio were provided.

Thurles/Clonmel

- In Thurles and Clonmel bespoke 'touch down benches' have been provided. These benches allow for students to study with laptops on one side and provide social seating on the other side.

Overview of Energy Usage in 2013

- The main energy users at Limerick Institute of Technology are the main campus building in Moylish Park (54% of total), the School of Art & Design, Clare St (17.8%) , Satellite Buildings in Moylish Park (6.4%) and Tipperary Campuses (21.8%). The majority of energy is consumed for space heating, air handling, cooking and water heating. The remainder is accounted for by lighting, computer labs and office equipment.
- For 2013, LIT consumed 8,707 mWh of energy, made up from:
  - 4,039 mWh of electricity.
  - 4,668 mWh of natural gas.

Actions taken in 2013

- Fitting extra corridors and some Labs areas of main building with low energy LED lighting.
- Continuing with pipe insulation in main building Moylish and Clare St campus.
- Controlling heating temperatures and times.

Actions planned for 2014

- Continue with sub monitoring of electrical distribution boards .
- Continue with pipe insulation in main building and Clare St campus.
- Participate in SEAI Monitoring and Reporting plan to 2020
- Drafting an energy management policy for all LIT buildings.

CAMPUS 2030 – OUR PLACES – PROJECTS COMPLETED DURING 2013 / 2014

The 2013/2014 academic year saw the development of design projects across the different campus locations. Space availability continues to be a constraint and energy was invested in the development of longer term solutions to address this need. Campus2030 continues to define the framework for capital works and academic planning increasingly takes cognizance of the longer time periods to deliver space in an increasingly complex statutory environment.

Projects undertaken against this background were twofold, firstly major capital new build or refurbishment and secondly a series of small works to facilitate teaching and learning requests for specialist space. Projects were also delivered throughout the calendar year easing construction and procurement pressure including factory shutdowns during holiday periods.



Sportslab, Strength and conditioning facility (Thurles)

Construction continued on the Sportslab facility in Thurles. This facility provides 900m² of elite training facilities enabled by flat teaching and changing facilities. The construction work created additional activity around the campus throughout the period.

Conservation works (Clare Street)

Following extensive investigations to the Gallery Roof of the Good Shepherd Chapel, it was identified that a very heavy build up of pigeon guano had occurred within the roof space of the half barrel vaulted ceiling. This, in turn, was causing a detachment of the existing ceiling and the space became unusable. A range of specialists reviewed and refurbished the fabric of the building: Structural, Specialist Painters, Stained Glass Window restoration specialist, Decorative Plasterers and Mosaic specialists etc .

Restoration works included repairs to the roof slates and roof lights, treatment of the existing timbers, installation of new wire mesh to ventilation roundels, cleaning, tying back and repairs to ceiling throughout, investigation of structural cracks and water ingress at window areas, paint analysis and trial tests for the removal of possible oil bound distemper to the frieze and repainting of ceiling and frieze.

The original colour scheme was restored to the nave including highlights of gold.



The Green Rooms (Moylish)

Acting on consistent student feedback that highlighted issues with the provision of learning environments, and with the quality of the restaurant environment; the Green Rooms project tackled both of these issues in one project. A design was developed that addressed acoustic performance, furniture design, lighting and the food offers. The concept was to create a series of rooms and spaces that permit different learning and social experiences. The design reflects the five development pillars in the Campus 2030 Masterplan including a piece of art by students reflecting the culture of tea in Ireland.

The rooms facilitate a multitude of uses to occur in the restaurant. They can be separated for events for use by different class groups or for briefings etc. The furniture is arranged to provide a variety of learning settings and is also designed to accommodate individual or group use. Banquette seating is arranged to create more intimate spaces (and improve acoustics) with high stools allowing for the individual diner (or a class group of twenty around one table) included.

The provision of power and USB connections allow students and staff use the space as a learning environment for longer periods of time. The 450+ seater restaurant has been completely transformed. Activity levels and turnover have considerably increased reflecting the popularity and the increased utilisation of the refurbishment.



International office (Moylish)

A new facility was developed to create an International centre to focus the Institute's internationalisation efforts and to create a home base for the students undertaking study. Facilities in Block 15 now include reception and office space, computer lab and a video conferencing suite. The students are also supported with an informal breakout / drop-in space.

Knitwear Studio and Animation Studio (Georges Quay)

New studios were delivered in Georges Quay in response to the continued success of the LSAD Photography and Knitwear programmes. The studios take advantage of bright, high quality spaces and feature new floor finishes, new bespoke furniture, equipment and power / IT services, and new Audio Visual installations. The studios and labs house undergraduate and masters students and build the genesis of the IFIL project in the city centre. The project has now increased LIT's presence in the city reflecting the wider city economic and regeneration plans.

SAFETY AND FACILITIES

Safety Advisory Committee

The Safety Advisory Committee continued its work having met each term during the year.

Accidents

Sixty four accidents were reported in the period, involving forty four students, fourteen staff, two visitors, two visiting students and two contractors.

Two staff accidents were reported to the Health and Safety Authority.

Fire Safety

All fire suppression systems, fire detection and alarm systems, fire extinguishing systems, smoke ventilation systems and emergency lighting systems were tested and examined in compliance with legislative requirements and best practice.

New "Advanced" Fire Detection & Alarm Systems were installed in the main building Moylish Campus, Blocks 12 and 14 and in George's Quay Campus to replace the obsolete systems which were

in situ. It is now possible to "network" all the systems in Limerick. Fire Drills were carried out on two occasions in all locations.

Insurance Audit

A representative of "Travelers Ireland" Insurance Company conducted an audit of all campuses and issued a Risk Improvement Programme.

Training

Training was provided to staff on Occupational First Aid, Fire Marshal, Wood Working Machines, Hot Works, Safe Pass, Safe Talk, Fall Arrest systems and Fire Detection and Alarm Systems.

Health Screening

Fifty six staff members availed of the "Health Screening" initiative which commenced during European Health & Safety Week.

Lecture Theatre

The tiered seating in the lecture theatre, Clare St. Campus was tested and examined to ensure satisfactory operation.

Accessibility

Access doors in Clonmel and Thurles were automated to facilitate ease of access for persons with disabilities.

A hoist was provided in the disabled toilet in Thurles Campus.

Fall Arrest

All fall arrest systems and associated equipment were tested and examined. All harnesses were replaced as their "end by" date was approaching. A fall arrest system was installed on the ladder access to the services above the ceiling in the Millennium Theatre.

Electrical Safety

Thermal Imaging of all electrical distribution boards was carried out throughout the Institute.

Emergency Lighting circuits and associated equipment were tested in compliance with I.S. 3217:2008.

PAT Testing was carried out on 3,600 items in all campuses.

Residual Current Devices were tested on every power distribution panel in all campuses.

Slips, Trips and Falls

A considerable amount of civil engineering work was undertaken in Moylish Campus to combat the risk of slips, trips and falls.

Statutory Testing

Engineers from Royal & Sun Alliance Insurance Company carried out statutory testing on all air compressors, heating boilers, calorifiers, steam irons, passenger lifts, ropes, hoists and lifting gear, scaffolds, elevating platforms, relevant garage equipment, lighting/stage equipment in the Millennium Theatre.

Legionella

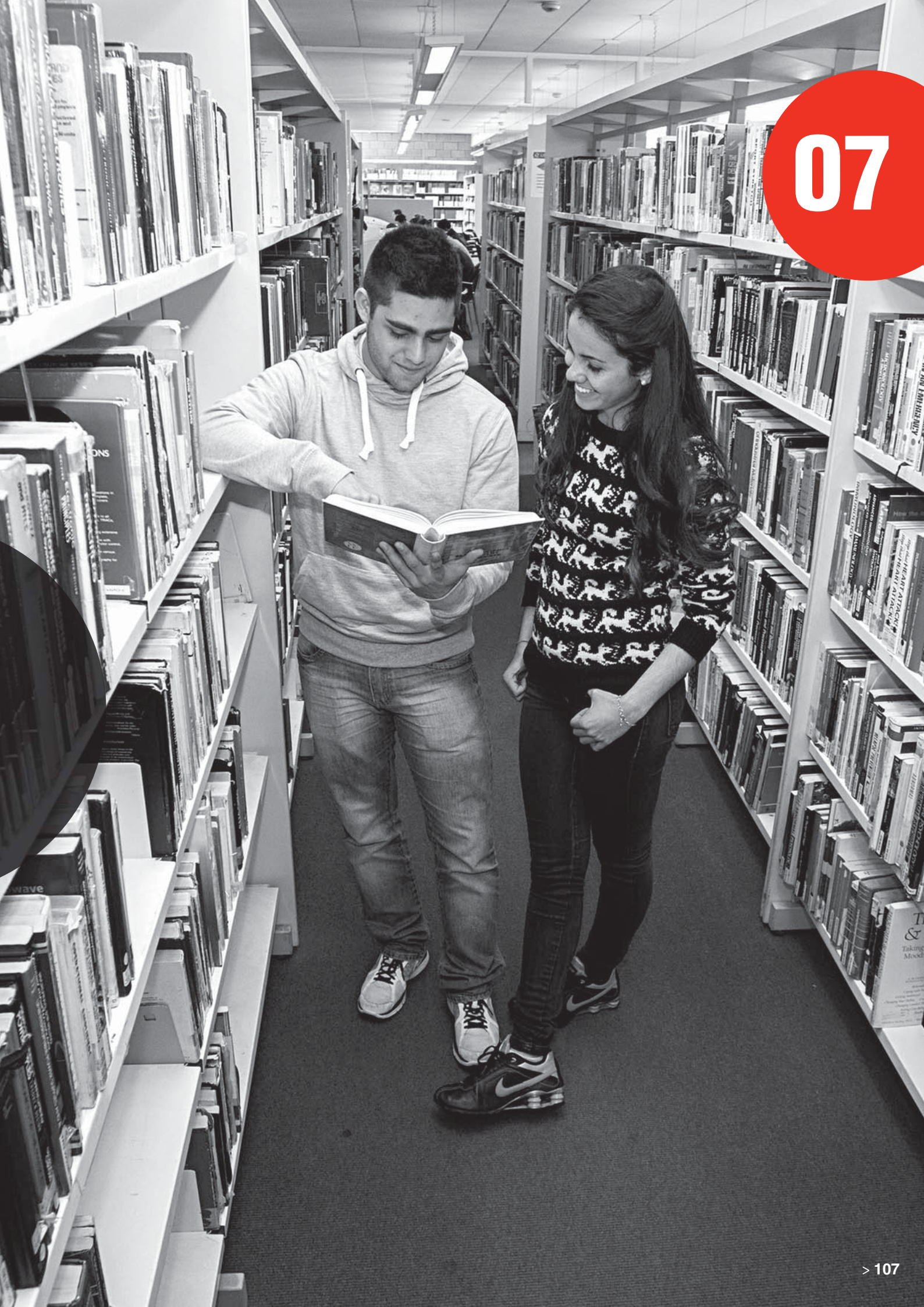
All water tanks were cleaned and disinfected to prevent the presence of legionella bacteria.

Gas Safety

All gas detection and alarm systems together with the associated equipment were tested and examined to ensure satisfactory operation. The carbon monoxide detection equipment in the Kiln Room Clare St. was upgraded.

LIT delivered education, training, research and community engagement programmes true to its long history and its mission, and fitting with its forward looking vision and strategic objectives.

HUMAN RESOURCES REPORT



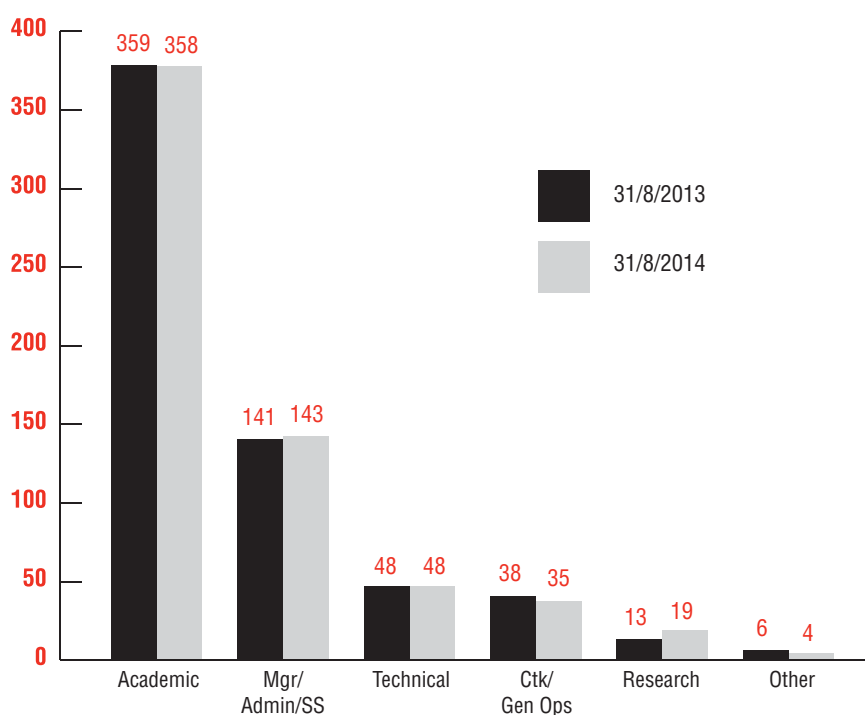
7.1 HUMAN RESOURCES REPORT

ACADEMIC YEAR: 2013/2014

NUMBER OF STAFF BY CATEGORY (headcount figures)

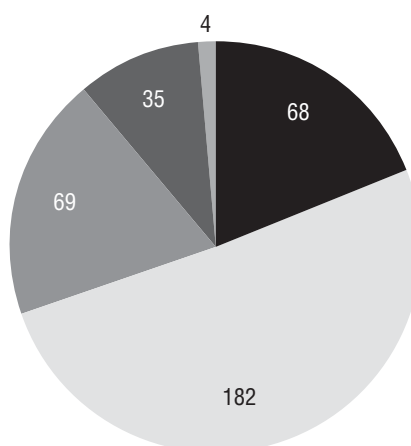
	As at 31/08/13 (PWT/Pro-Rata/Fixed Term/ CID's/ Non-Academic Part-timers) Including Tipperary School	As at 31/08/14 (PWT/Pro-Rata/Fixed Term/ CID's/ Non-Academic Part-timers) Including Tipperary School
Academic Staff	359	358
Executive/Senior Management/ Admin/Library/Student Services	141	143
Technical Staff	48	48
Caretakers	18	16
PT General Operatives/Support	20	19
Research Staff	13	19
Other (surplus)	4	4

STAFF BY CATEGORY



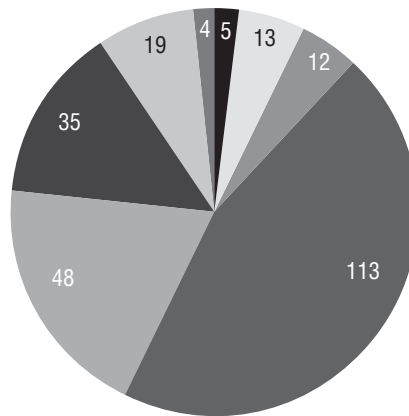
ACADEMIC STAFF BY SCHOOL

Art & Design incl. Art, Mult & DP	68
ASET	182
Business & Humanities	69
Tipperary School	35
Other	4

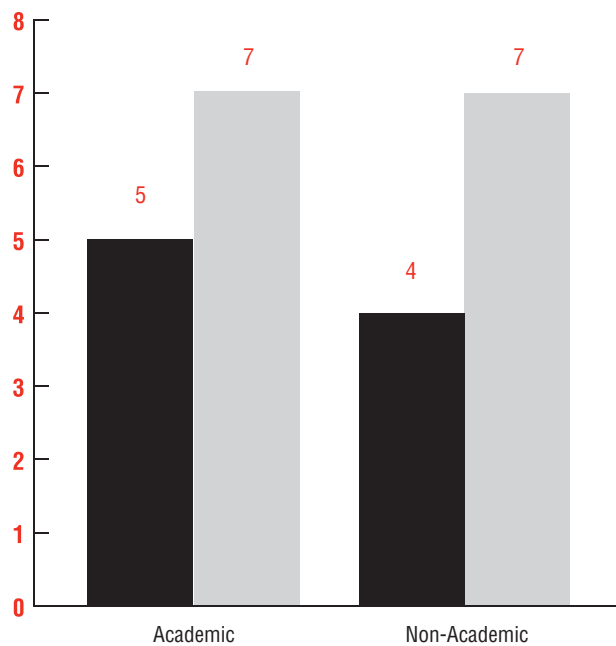


NON-ACADEMIC STAFF BY GRADE

Executive	5
Managers/Officers	13
Student Services	12
Admin/Finance/Library	113
Technical	48
PT Gen Ops/Support/Ctk	35
Research	19
Other	4

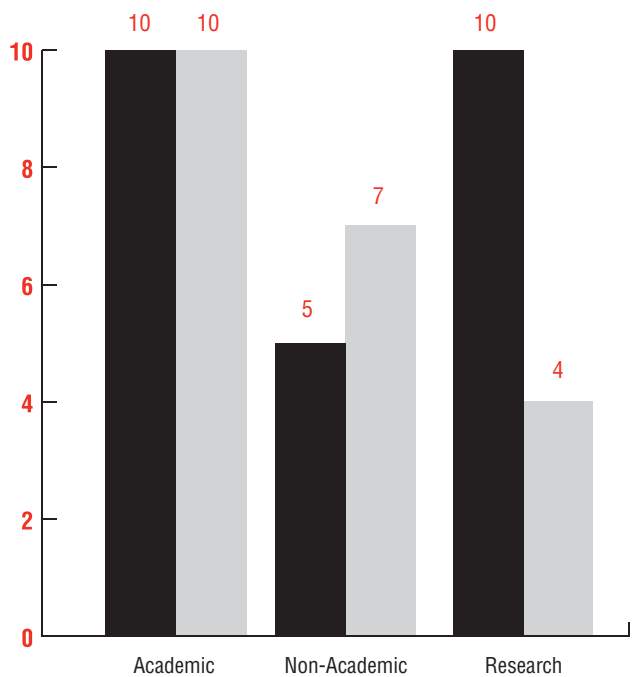


CAREER BREAKS/SECONDMENTS



31/8/2013 31/8/2014

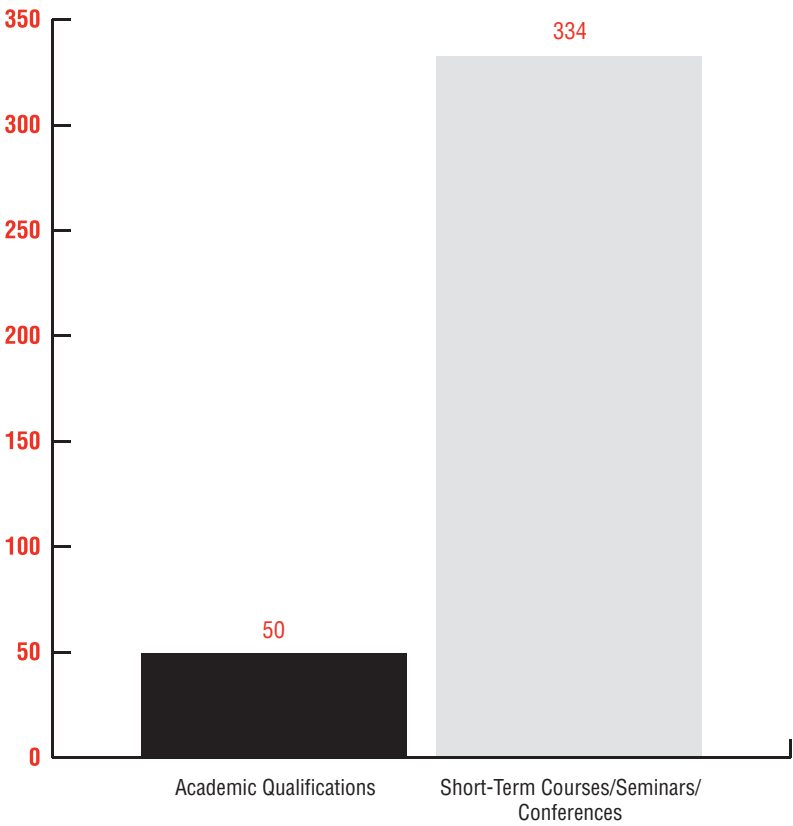
STARTERS AND LEAVERS



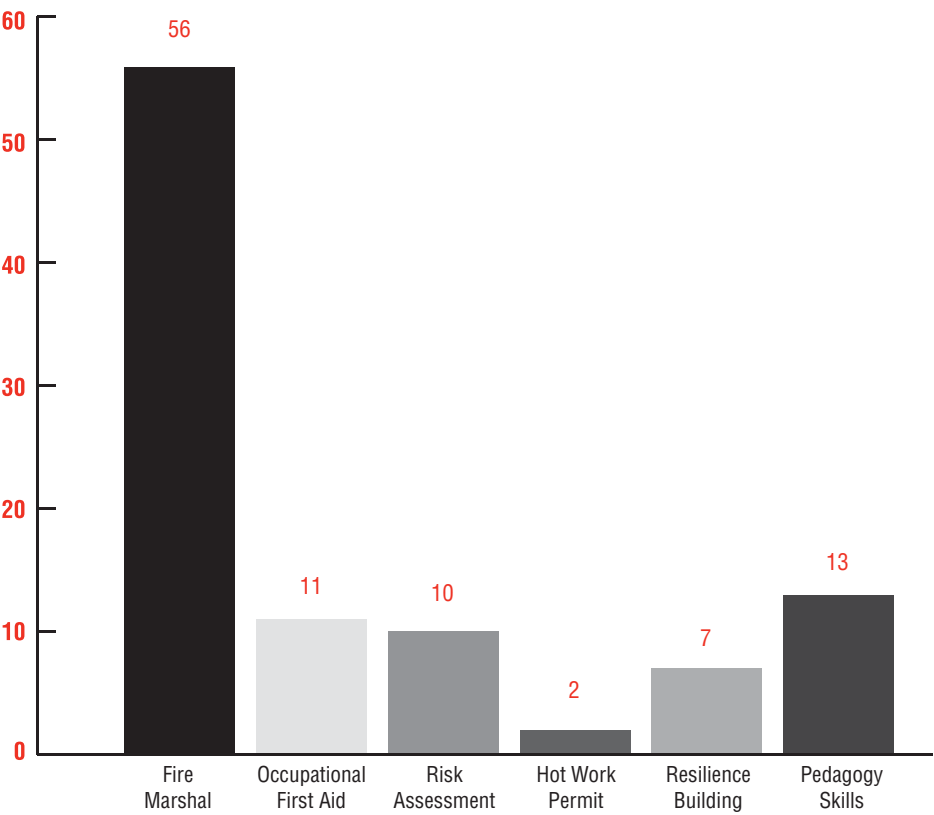
Starters Leavers

7.2 CONTINUING PROFESSIONAL DEVELOPMENT

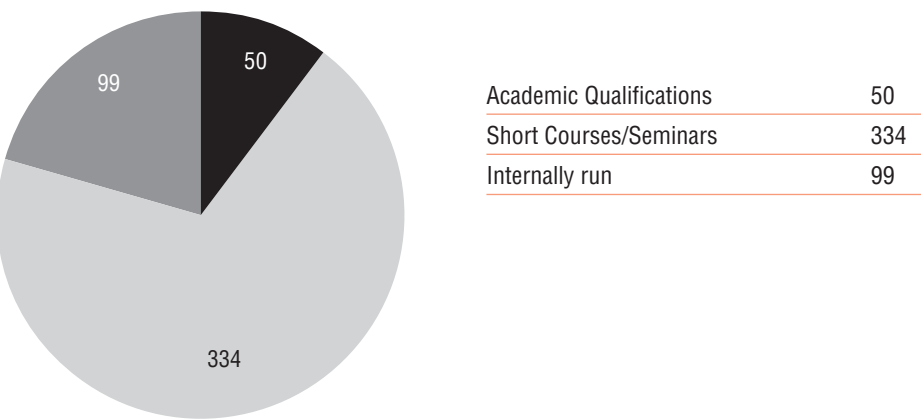
Number of places funded on externally provided courses



Attendance at internally run courses



Continuing Professional Development Overview



**The financial statements for
the year ended 31st August
2014 were audited by the
Comptroller and Auditor
General and approved
without qualification on the
05/08/2015.**

FINANCIAL REPORT



8.1 FINANCIAL REPORT 2013 – 2014

The financial statements for the year ended 31st August 2014 were audited by the Comptroller and Auditor General and approved without qualification on the 05/08/2015. Extracts from the financial statements are attached.

The Financial Statements for 2013/2014 reflect the ongoing reduction of funding available to the HE sector. The level of expenditure by LIT reflects a planned and approved reduction and approved reduction in reserves. These reserves are being invested in non-recurring activities such as equipment replacement and space refurbishment/redesign to increase utilisation and improve the learning environment in line with the standards outlined in Campus 2030.

During the course of the year, this significant investment resulted in the upgrade, development or refurbishment of 16 teaching spaces across all campuses.

This level of investment will continue in line with the approval by the HEA for the utilisation of accumulated reserves and development resources.

Substantially this investment is the initial phases of the campus development plan- Campus 2030.

The financial statements also reflect the increasing funding of the sector by students. The increase in the student contribution fee has led to a change from 32% to 35% of total funding provided by student tuition/contribution. This is set to further increase.

LIT's overall financial position remains strong but the lack of structured capital funding has become a serious limiting factor to address urgent refurbishment and equipment replacement. The necessary capacity increase required of the sector is limited through the continued lack of essential capital investment. The withdrawal of the devolved grant from the sector is building up significant levels of deferred maintenance as well as eroding the necessary levels of investment in educational equipment.



CONSOLIDATED INCOME & EXPENDITURE ACCOUNT FOR THE YEAR ENDED 31 AUGUST 2014

	Note	2014 €000's	2013 €000's
INCOME			
State Grant	1	23,735	25,073
Tuition Fees	2	18,621	18,209
Amortisation of Deferred Capital Grants	18	2,517	2,870
Research Grants & Contracts	3a	4,883	4,882
Strategic Innovation Fund	3b	889	58
Student Support Funding Income Recognised	4	780	781
Other Income	5	2,985	2,796
Interest Income		224	413
		53,634	55,082
EXPENDITURE			
Academic Departments	6	29,290	29,993
Academic Services	7	3,290	3,377
Facilities Costs	8	4,687	5,539
Central Admin & Services	9	5,742	5,703
General Educational Expenses	10	631	505
Student Services	11	2,511	3,224
Research Grants & Contracts	3a	4,883	4,515
Strategic Innovation Fund	3b	597	58
Student Support Funding Income Applied	4	781	781
Depreciation	15	2,517	2,870
		54,929	56,565
Operating Deficit		(295)	(1,483)
Transfer to Capital Development Reserve		(139)	(645)
Accumulated Surplus at the beginning of the Year		1,843	3,971
Accumulated Surplus at the End of the Year		1,409	1,843

There are no gains or losses other than those recognised above.

The Statement of Accounting Policies, Cashflow Statement and Notes 1 - 29 form part of the Consolidated Financial Statements.

Signed on behalf of the Governing Body

Chairman, Mr. Niall Greene

President, Dr. Maria Hinfelaar

CONSOLIDATED AND INSTITUTE BALANCE SHEETS AS AT 31 AUGUST 2014

	Note	Consolidated 2014 €000's	Consolidated 2013 €000's	LIT Only 2014 €000's	LIT Only 2013 €000's
FIXED ASSETS					
Tangible Assets	15	70,022	64,727	69,968	64,665
CURRENT ASSETS					
Debtors	16	2,544	3,131	2,658	3,236
Cash at Bank and in Hand		9,217	14,567	9,168	14,561
		11,761	17,698	11,826	17,797
CURRENT LIABILITIES					
Amounts Due within One Year Creditors & Accrued Expenses	17	(7,633)	(9,052)	(7,616)	(9,045)
Net Current Assets		4,128	8,646	4,210	8,752
Long Term Lease Creditor	26	(3,000)	–	(3,000)	–
Net Assets		71,150	73,373	71,178	73,417
REPRESENTED BY					
Deferred Capital Grants	18	66,772	64,727	66,718	64,665
Cumulative Income & Expenditure		1,409	1,843	1,491	1,949
Capital Development Reserve	21	2,969	6,803	2,969	6,803
		71,150	73,373	71,178	73,417

The Statement of Accounting Policies, Cashflow Statement and Notes 1 - 29 form part of the Consolidated Financial Statements.

Signed on behalf of the Governing Body

Chairman, Mr. Niall Greene

President, Dr. Maria Hinfelaar

CONSOLIDATED CASHFLOW STATEMENT FOR THE YEAR ENDED 31 AUGUST 2014

	Note	Consolidated 2014 €000's	Consolidated 2013 €000's
Reconciliation of Operating Surplus to net Cash Outflow from Operating Activities			
Operating Deficit		(295)	(1,483)
Interest Income		(224)	(413)
Depreciation	15	2,517	2,870
Amortisation in line with Depreciation	18	(2,517)	(2,870)
Funds released from Capital Development Reserve	21	24	(168)
Decrease (Increase) in LIT Debtors		578	(191)
Decrease (Increase) in Subsidiary Debtors		9	(28)
Decrease in LIT Creditors		(1,429)	(1,023)
Increase in Subsidiary Creditors		10	141
		(1,327)	(3,165)
Cashflow Statement			
Net Cash Outflow from Operating Activities		(1,327)	(3,165)
Interest Received		224	413
Capital Expenditure			
Payments to Acquire Fixed Assets		(4,812)	(2,931)
Net Cash Outflow for Capital Expenditure		(4,812)	(2,931)
Financing			
State Recurrent Grants spent on Fixed Assets		377	956
Other Funds spent on Fixed Assets	18	188	111
		565	1,067
Decrease in Cash		(5,350)	(4,616)
Reconciliation of Net Cash Flow to Movement in Funds			
Decrease in Cash		(5,350)	(4,616)
Opening Net Funds		14,567	19,183
Net Funds at 31 August		9,217	14,567

The Statement of Accounting Policies, Cashflow Statement and Notes 1 - 29 form part of the Consolidated Financial Statements.

Signed on behalf of the Governing Body

Chairman, Mr. Niall Greene

President, Dr. Maria Hinfelaar



LIT is committed to creating an awareness of the need for non discriminatory attitudes. The purpose of the Equal Opportunities Policy is to state clearly LIT's commitment to equality of opportunity.

EQUAL OPPORTUNITIES REPORT



8.1 EQUAL OPPORTUNITIES POLICY (CURRENTLY UNDER REVIEW)

Policy Statement

LIT is an Equal Opportunity Employer. LIT is committed to providing equal opportunities in education, employment and training. The Institute rejects any direct or indirect discrimination under the following nine grounds: gender, marital status, family status, sexual orientation, religion, age, disability, race, membership of the Traveller community. No course applicant, student, job applicant or staff member will receive less favourable treatment on the grounds listed above. All decision to do with recruitment, training, promotion, career development and conditions of service will be based solely on suitability.

Aims and Objectives

LIT is committed to creating an awareness of the need for non discriminatory attitudes. The purpose of the Equal Opportunities Policy is to state clearly LIT's commitment to equality of opportunity. It is recognised that it is crucial that the LIT staff and student body endorse non-discriminatory attitudes.

The objectives of the policy are to ensure that LIT does not discriminate against any student, staff member or applicant for education/employment in relation to:-

- Access to Education
- Access to Employment or Promotion
- Advertising of Vacancies
- Recruitment and Selection
- Conditions of Employment
- Training and Development





Excellent employment opportunities lie ahead for students this year when they graduate from Limerick Institute of Technology (LIT). LIT has seen a 13% rise in applications for its degree courses this year.

NEWS & EVENTS



LIT

LIMERICK SCHOOL
OF ART & DESIGN

10



BUMPER YEAR FOR APPLICATIONS AT LIT

FURTHER OPPORTUNITIES AVAILABLE FOR SEPTEMBER 2014

Excellent employment opportunities lie ahead for students this year when they graduate from Limerick Institute of Technology (LIT). LIT has seen a 13% rise in applications for its degree courses this year. This compares with a national increase in applications of 2%. Applications are also up for Higher Certificate and Ordinary degree programmes again well ahead of the national average. LIT is seeing the increased applications right across its range of courses in Business, Information Technology, Tourism and Sports. "It is particularly heartening to see a surge in applications for Built Environment courses this year" says Vice President for Strategy and External Affairs Michael O'Connell. The construction sector has been through a difficult time, but the message that its recovery in the years ahead will need qualified and skilled professionals in for example Quantity Surveying, Civil Engineering and Property Valuation is being heard. Applications are also up across all campuses in Limerick, Thurles and Clonmel.

LIT has a very successful mentoring programme to support students through the crucial early transition into higher education with each student having a designated 'mentor' from staff who can assist with a range of Institute supports - from financial to accommodation, academic and personal. Students at risk of dropping out are looked out for and given special attention. The independent Trendence EU Student Barometer survey in which LIT students have participated in for several years has found LIT academic staff to be consistently high scoring in providing personal attention and being approachable and helpful to students. We can do that because while we are a large scale institute we have the people and systems in place on a personal level to be able to identify and help those who are struggling.

MIKE FITZPATRICK NAMED DIRECTOR OF LIMERICK CITY OF CULTURE

MIKE Fitzpatrick, has been named director of Limerick City of Culture after an interview process. The head of school in LIT's LSAD, was named interim CEO in January. Mr. Fitzpatrick spoke to LIT president Dr. Maria Hinfelaar who advised she was happy to proceed with his secondment to the role, the product of an institutional arrangement with City of Culture.

Speaking at LIT this week Dr. Maria Hinfelaar, President of LIT said, "LIT is delighted that Mike Fitzpatrick has been appointed as the director of the Limerick City of Culture. Mike has made a real difference to the City of Culture project since his interim appointment in January and we are proud he will continue in this role. We look forward to Mike returning as the Head of School of the Limerick School of Art and Design upon his completion of this role."

MAYOR WELCOMES LIT/MIC COLLABORATION FOR BRAZILIAN STUDENTS IN LIMERICK

Thirty three Brazilian students who have come to Limerick to study at LIT were officially welcomed to the city last week by the Mayor of Limerick Kathleen Leddin at a ceremony in City Hall attended by LIT President Dr. Maria Hinfelaar and Mary Immaculate College (MIC) President Professor Michael A. Hayes. The students who have travelled to Limerick under the Brazilian Science without Borders initiative from cities all across Brazil will be enrolled as students at LIT until 2015 and will join the existing 31 Brazilian students who came to Limerick in summer 2013. The students are studying here under the Brazilian Science without Borders initiative, a scholarship programme funded by Brazil's federal government. The largest scholarship scheme in the world, it aims to place 100,000 Brazilian students in overseas higher education institutions over the next four years to study science, technology, engineering and maths, as part of a major Brazilian government initiative to meet a skills deficit in their rapidly growing economy. A total of 1200 students have come to Ireland under the Science without Borders initiative with almost 100 of those choosing to study in Limerick.



In a joint LIT – MIC collaboration the students will study English language programmes at the English Language School based at MIC for 8 months in preparation for entering undergraduate programmes in Engineering, Science and IT at the Limerick Institute of Technology in September 2014.

Speaking at the welcome ceremony in City Hall Dr. Maria Hinfelaar, President of LIT said, "As an enthusiastic international student myself in the past, I am really pleased to see that such a significant cohort of Brazilian students has travelled half-way across the world and found LIT. We are making them very welcome. They are excellent students and I am confident their international experience will give them even better knowledge and skills that will stand them in good stead for their future careers. And of course I hope they will enjoy their time here in Limerick."

Speaking about the process behind bringing the students to Limerick Michael O'Connell, Vice President Strategy and External Affairs said "The LIT International team supports the students before they leave their homes in Brazil, when they first arrive and throughout their time at LIT. Our aim is for the students to get the most out of their experience academically, culturally and socially. The students are very much part of LIT campus life and some of them have already signed up to LIT's soccer squad which is sure to strike fear into the hearts of other third level teams around the country."



70% OF LIT GRADUATES SECURE EMPLOYMENT IN 2012

A survey of LIT 2012 graduates has shown that 70% of respondents went directly into employment, an increase of 6% from 2011. The First Destinations report, compiled annually by the Careers Service at LIT, presents detailed information in relation to the circumstances of graduates one year after graduation. The report revealed that 70% of 2012 graduates found work immediately, with a further 12% of graduates choosing to pursue further education.

The most popular region of employment for LIT graduates continues to be the Mid-West, with 53 % of graduates in 2012 securing employment in the Mid-West (Limerick, Clare, North Tipperary and North Kerry) and 20% moving abroad to secure work. The survey also revealed that 5% of LIT graduates availed of voluntary or unpaid internship opportunities.



The survey of almost 1,700 graduates also showed that the majority of 2012 Level 6 (Higher Certificate) and Level 7 (Degree) graduates progressed to further studies at the Institute continuing the trend of students to stay in education and seek further qualifications to enhance their chances of securing full time employment in the future.

Commenting on the survey, LIT President Dr. Maria Hinfelaar said: "It is particularly striking that, this year, some of our courses achieved a 100% employability record. This includes Automation and Control, Fashion Design, Culinary Arts, Quantity Surveying, Events Management, Audio and Video Technology, Electronic Systems, and Creative Multimedia (Clonmel). These programmes are right across the spectrum of our discipline areas."

The demand for LIT graduates is also reflected by the promising first destinations statistics with employment statistics returning to pre - recession levels. Demand continues in key areas such as IT, Engineering, Finance, Life Science and Property Management reflected by the range of organisations attending next week.

LIT LECTURER SECURES €155K IN RESEARCH FUNDING

Dr. Daragh Naughton, a lecturer in the Mechanical and Automobile Engineering Department at the Limerick Institute of Technology (LIT) has recently secured an Enterprise Ireland research grant of €155k to commercialise a novel intrusion detection system. The system, which uses artificial intelligence to detect intrusion events, is currently being developed at the Hartnett Enterprise Centre on the main LIT campus. Dr. Naughton became LIT's first Fulbright Scholar in 2012. As part of his Fulbright award Dr. Naughton has just completed research in the area of materials science as well as developing the concept of signature pedagogy for undergraduate engineers at Northeastern University in Boston, Massachusetts.

The Enterprise Ireland research grant will create two full-time jobs and one part time post for a 14 month period. Speaking at the launch of the project, Dr. Naughton said "I am delighted that LIT has been successful with this application. Such an award serves only to reinforce LIT's ever-growing international reputation in applied and commercial research."

A dynamic Limerick company, GGL Security, will support LIT in trialling and partnering on the future application of the technology. GGL provides innovative remote monitoring services to worldwide clients from its city centre location. Dr. Naughton added, "Partnering with GGL in this way provides a commercial realism to the project. I am delighted that such a forward thinking company has expressed an interest in the project. We look forward to working with GGL on this and possible future projects as we progress."

John Delaney, Technology Director with GGL Security commented, "GGL Security is delighted to be working with Daragh and the team in LIT. Their work in the area of artificial intelligence for intrusion detection and its potential applications is fascinating. This type of research and proactive partnering enables all concerned to take an idea from inception through to commercial and operational viability. In GGL, we work with a broad range of customers remotely monitoring their facilities and assets for a variety of detections. The development work being carried out in LIT is a strong fit with our objectives of supporting customers through forward thinking and innovative solutions."

LIT, as a knowledge provider, is actively seeking companies to engage with and can provide cooperative research skills across a broad range of research areas ranging from engineering, science, humanities and the built environment.

Photo shows from l to r: Mr John Delaney, Technology Director, GGL Security, Dr. Daragh Naughton, LIT and Mr Derek Tobin, Managing Director, GGL Security.



LIT-THURLES HAS AN “EYE” ON THE FUTURE. DUNCAN STEWART ARRIVES AT LIT THURLES TO FILM INTERVIEW FOR POPULAR TV PROGRAMME, “ECO-EYE.”

LIT-Tipperary was delighted to welcome the hugely popular broadcaster, architect and environmentalist, Duncan Stewart, presenter of TV programme “Eco-Eye” to the Thurles campus recently. Duncan was in Thurles to interview Mr. Seamus Hoyne, Head of Department about energy efficiency in the College and this event will be broadcast on the RTE One programme “Eco-Eye” in early 2014.

A wood-chip heating system was installed in LIT Thurles two years ago and is proving to be cost effective, reducing energy costs at the College by up to 50%. The biomass boiler is just one aspect of the environmentally efficient initiatives at the College. There have also been upgrades carried out on insulation, lighting and heating controls as well as improving building energy management systems.

Seamus Hoyne noted “The interview here today is part of the Eco Eye series focusing on energy efficiency in the public sector. As well as visiting the LIT Thurles campus they have been with North Tipperary County Council looking at some of their initiatives. It is clear that Tipperary is one of the leading counties in developing sustainable energy. It is also great to see that the results from these initiatives are being integrated into the Colleges’ educational programmes.”

LIT Thurles is aiming to achieve its first Green Flag as part of its “Green Campus Campaign” in 2014. A particular approach with LIT Thurles has been to integrate the activities of the campaign with its programmes of study such as within B.Sc. Environmental and Natural Resource Management and B.Sc in Smart Energy Systems programmes. These programmes are becoming extremely popular as Ireland becomes more and more aware of the benefits of energy efficiency both financially and environmentally.

LIT CONFERS AWARDS TO OVER 1,700 GRADUATES

LIT was a hive of activity as over 1700 graduates, proud parents, friends and relatives descended on the Moylish, Clare Street and Tipperary campus for the conferring ceremonies. Qualifications ranging from Higher Certificate through to PhD were presented to the graduates who attended.



In her graduation speech, LIT President Dr. Maria Hinfelaar welcomed LIT’s move towards internationalisation. LIT currently has over 100 international students from a wide range of countries including Brazil, Oman, the US, India and European countries. Dr. Hinfelaar highlighted the new dimension that these students bring to campus life at LIT saying, “We now have far more international students than ever before and their presence brings a new dimension to campus life, and I am sure to life off campus as well.

In her speech Dr. Hinfelaar pointed out the excellent employment record of past graduates with the employment rate from some courses at 100%. However she encouraged graduates not to judge future success on their professional accomplishments alone but also on how they contribute to society as active citizens: “In ten years’ time when you all meet again for your college reunion I hope you judge yourselves not on your professional accomplishments alone, but also on how well you have developed as active citizens.”

Dr. Hinfelaar also took the opportunity to welcome the new Chair of the LIT Governing Body Niall Greene.

FUTURE LIGHTS UP FOR SCIENTISTS AT LIT COURTESY OF SWEDISH GREEN TECHNOLOGY COMPANY

The future is looking bright for scientists at LIT. Two award winning intelligent LED light systems from Heliospectra AB are now installed in the Controlled Environment Laboratory for Life Sciences (CELLS) at LIT. Heliospectra, a world renowned company in green technology, recently received the 2013 SACC New-York-Deloitte Green Award in recognition of its ground-breaking work in the development of the intelligent LED system and its application to enhancing agricultural production and supporting sustainable greenhouse farming.

Receiving Heliospectra’s unique LED light system at LIT comes on foot of the recent success of another research project led by LIT Professor Gary Stutte. LIT and Professor Gary Stutte pulled off a major international coup by having their research project chosen by the Space Florida International Space Station (ISS) Research Competition as one of just eight projects selected to travel to the ISS on the SpaceX Falcon 9 rocket launch from Cape Canaveral Air Force Station in November 2014.

On accepting the LED lights from Heliospectra Professor Gary Stutte, Marie Curie Fellow at LIT said, “We are very excited about working with these state-of-the-art LED arrays at CELLS. This technology has the potential to reduce energy consumption by up to 50% while producing a higher quality product. These arrays provide the CELLS laboratory with research and teaching capabilities that are unique to Ireland.”

Ms Michele Bennett, Head of Department of Applied Science at LIT and Principal Investigator for the CELLS laboratory said “This is fantastic opportunity for students to gain hand’s on training with state of the art technology. We are delighted to have these intelligent LED lights to support the research and teaching mission



of CELLS. We look forward to this technology being utilised in the EU Horizon 2020 & European Space Research Call in 2014”

As for Heliospectra's thoughts about their products being used at LIT, Christopher Steele, Vice President of Sales and Marketing with Heliospectra, stated “...having Professor Stutte and the CELLS laboratory at LIT working with our technology is a pleasure to see. They do amazing work here – as shown by being selected for the Space X mission – so it's exciting to know our products will support the efforts of this advanced lab at a great Irish institute.”

President of LIT, Dr. Maria Hinfelaar said, “The LED arrays from Heliospectra are another step in LIT's commitment to developing the CELLS laboratory and the Department of Applied Science at LIT into a world class research centre”.



Professor Gary Stutte, LIT with Mr Christopher Steele, VP Sales and Marketing, Heliospectra examining plants growing under the LED light arrays at LIT.

THE 'QUESTUM' BEGINS

With a shovel in hand Minister of State, Tom Hayes TD, officially ‘turned the sod’ on Questum, a €3 million Enterprise, Research and Development Centre being built in Clonmel, Co. Tipperary at a ceremony on Friday 11 October.

The multi-purpose centre, being developed by South Tipperary County Council in partnership with Limerick Institute of Technology (LIT), will feature R&D laboratories and high quality video conferencing facilities as well as classroom, training and incubation space for new start up enterprises in the life science and food science sectors. Supporting the centre aligns with the commitments to development of enterprise within the Munster region made by LIT in its ‘Vision & Strategy to 2020’ document. LIT has well-established processes to facilitate such development and already has similar centres at their campuses in Limerick and Thurles within which start-up enterprises can be incubated and supported.

Dr. Maria Hinfelaar, President of Limerick Institute of Technology, said ‘LIT is delighted with the partnership that has enabled this project to come to fruition. It fits perfectly with our vision and strategy to provide active leadership in education, enterprise and

engagement. We look forward to welcoming many promising new ventures to Questum, which will be the 6th such centre associated with the campuses of LIT in the Munster region.’

IPB is supporting the centre through our Corporate Social Engagement (CSE) Framework under the theme of Business Innovation. Máiréad Conway, Head of CSE at IPB said at the ceremony, ‘IPB Insurance is proud to be associated with today's event. We have an absolute commitment to making a difference in society in partnership with our local authority Membership. We are delighted to support this excellent initiative between South Tipperary County Council and LIT. A key objective of IPB's CSE Framework is to support Business Innovation at a regional level and the Questum Centre, we believe, is a perfect example of how innovative thinking, local ambition and cross-collaboration can lead to real change.’

The Questum Centre is scheduled to open in August 2014. In conjunction with the local enterprise development agencies, a number of programmes are being planned by LIT in the lead up to the opening of the centre.

LIT TO FEATURE ON RTE'S THE SCIENCE SQUAD

LIT featured on the first programme of the second series of the RTE hit show, The Science Squad on Friday, the 6th September 2013. RTE camera crew and presenter Aoibhinn Ni Shuilleabhain filmed the segment at LIT in July which included interviews with LIT Applied Science lecturer Professor Gary Stutte and LIT research student Martin Hayes.

The programme focused on the same research project that the LIT based research team gained national news coverage for last year when the project was selected to travel and be tested by astronauts on the International Space Station in April 2014. LIT pulled off a major international coup by having their research project chosen by the Space Florida International Space Station (ISS) Research Competition as one of just eight projects selected to travel to the ISS on the SpaceX Falcon 9 rocket launch from Cape Canaveral Air Force Station in November.

The project entitled ‘Symbiotic Nodulation in a Reduced Gravity Environment’ (SyNRGE3) is examining how naturally occurring bacteria fertilises plants, and how the process can be improved. SyNRGE3 will involve a bacteria carrying clover like plants being flown to the International Space Station, where its reaction in space will be tested by astronauts on the ISS over a five-week period. LIT have a live video link up system, which allows them to communicate with the Kennedy Space Centre in Florida and will also enable them to monitor the plants while they are in space.

The project is being led by Professor Gary Stutte, who is a Senior Scientist and Principal Investigator at Kennedy Space Centre, Florida; he has been based in LIT since 2011. LIT is the first Irish institution to be selected as a leader and principal investigator in an experiment to the International Space Station. The selection of the project is a huge statement and a validation for the progressive and critical nature of LIT's research programme.

LIT DESIGN STUDENTS REDESIGN ST CAMILLUS' HOSPITAL CANTEEN

Students and staff from the Interior Design & Technology degree within the Department of the Built Environment, at LIT have presented design proposals to the staff of St Camillus' Hospital Limerick, for their project on the potential redesign of the existing dining room at the hospital.



Pictured above from left to right are: Kevin O'Riordan (LIT Lecturer); Viktor Spaho (student); Ciara Holmes St Camillus' Hospital Catering; Students - Natalie Carmody, Janusz Giec, Gary Morgan, Gerard Flynn, Jarlath Bracken; Pat Gill Head of the Department of the Built Environment; Sheila Mulcair Residential Unit Manager, Limerick; and Niall McPartlin, LIT

The presentation was the culmination of a project that saw LIT students meet with the St Camillus' Hospital catering team to develop a brief, survey the existing building at the hospital campus on the Shelbourne Road and produce digitally created scheme designs.

Speaking about the project, Niall McPartlin, lecturer in the Built Environment at LIT said, "Students on the Interior Design & Technology course at LIT are very fortunate in that they are afforded the opportunity to work on real projects, this year's group were particularly lucky as the project with St Camillus' hospital was particularly challenging. The students met with staff from St. Camillus' Hospital who provided the brief and assumed the role of client. The project built on the long standing engagement between LIT and local employers and community interests."

Ms Sheila Mulcair, Residential Unit Manager, St. Camillus Hospital said, "I would like to compliment the students at LIT on the detail and variety of their proposals and I intend to keep them informed of any possible future developments with the project. It was a rewarding experience for both the hospital and hopefully all the LIT students and staff involved."

TOP MARKS FOR LIT ENGINEERING COURSES

LIT's engineering programmes were put to the test in December when 23 engineering experts descended on the Moylish campus to evaluate courses in civil, electronic, automation, mechanical and automobile engineering. 23 engineering specialists, along with four Russian observers, investigated the quality of all 16 engineering programmes in the Faculty of ASET to ensure that they met the rigorous criteria set down for accreditation by Ireland's professional engineering body.

All of LIT's sixteen engineering programmes were given the green light which means they will be accredited for a period of five years and will be recognised by professional engineering bodies and employers around the world. The accreditation panel were very impressed with the preparation that was put in to the event. They particularly praised the quality of the documentation, the evidence provided, the enthusiasm of the staff and their engagement with the panel members. The praise and endorsement of current students,

graduates and employers was exceptional. It was an Institute wide effort with the Hospitality students providing lunch on both days and the Library staff gave an excellent presentation.

LIT AWARDS INAUGURAL FELLOWSHIP AWARDS

On Thursday, 13th February, 2014 LIT presented five people who have left an indelible mark in various guises on LIT and its students with Fellowship awards. LIT academic Patricia Burke, former Governing Body Chairman John Clifford, Fitzgibbon Cup coach Davy Fitzgerald, former Acting CEO of the Tipperary Institute Luke Murtagh and acclaimed artist and former student of the Limerick School of Art & Design John Shinnors were bestowed with the highest honour the institute can give in recognition of their contribution to education, enterprise, sport, the arts and sciences. The Fellowships were presented at a special ceremony at our Clare Street campus attended by over 100 people, including family and friends of the newly appointed Fellows.

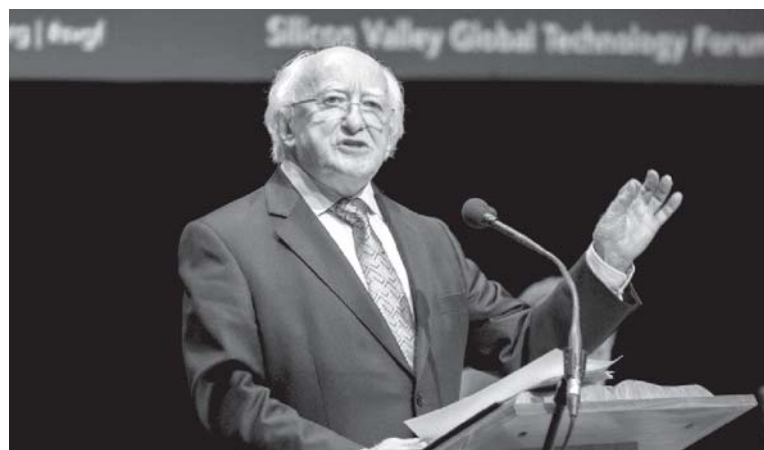


LIT HOSTS IRISH TECHNOLOGY LEADERSHIP GROUP (ITLG) CONFERENCE

Limerick was the focus of global business spotlight this January as technology leaders from Silicon Valley convened to participate in the ITLG Global Technology Forum 2014.

Hosted in venues across the city, the 2 day ITLG event kicked off with the Young Innovators Day at Shannon Airport where over 600 secondary school pupils participated in the innovation and entrepreneurship event, supported by Dell. Investor pitch camps at LIT saw more than 45 indigenous start-ups and businesses meet with the Silicon Valley venture capitalists and private investors to pitch for finance and business opportunities.

Minister for Arts, Heritage and the Gaeltacht, Jimmy Deenihan T.D. joined Craig Barrett, former Intel CEO, Pat Cox, Chairman of Limerick City of Culture, and other dignitaries and guests at LSAD, showcasing the cultural initiatives in the region to the ITLG



delegation and attendees from Silicon Valley. The Global Technology Forum at University of Limerick was officially opened by the President of Ireland Michael D.Higgins on Tuesday morning and ended with a gala dinner at the Strand Hotel in Limerick.

The event was a huge success for LIT and the region and a testament to the hard work and dedication of all those involved in organising the event.

BRAZILIAN AMBASSADOR PAYS SPECIAL VISIT TO LIT

The Brazilian Ambassador, His Excellency, Afonso José Sena Cardoso, and his wife Mrs. Solange Escosteguy Cardoso paid a special visit to LIT and Mary Immaculate College (MIC) in December to meet with the 64 Brazilian students currently studying in Limerick city as part of the Science without Borders programme. The Ambassador and his wife were treated to a musical performance from the Brazilian students before sampling some Brazilian deserts made especially by one of the students. The students were then given the opportunity to mingle and chat with the Ambassador and his wife in their native Portuguese.

LIT, MIC AND UL COMMIT TO NEW MID-WEST REGIONAL CLUSTER STRATEGIC ALLIANCE

Limerick Institute of Technology (LIT), Mary Immaculate College (MIC) and the University of Limerick (UL) have committed to a new strategic alliance involving a detailed programme of enhanced collaboration, co-operation and development between the three higher education institutions. The strategic alliance, known as the Shannon Consortium creates the Mid-West Regional Cluster, to underpin the provision of higher education in the region (Limerick, Clare, Tipperary), and create new opportunities for current and future learners which will benefit industry and the wider community.

The Presidents of the three institutions signed a Memorandum of Understanding (MOU) in LIT marking the culmination of several months of intensive discussions. The MOU, which is based upon a shared vision derived from national policy and regional and national

needs, will allow the three Institutes to develop a deeper, formalised alliance which will span across a range of core areas.

Speaking at the signing ceremony Dr. Maria Hinfelaar, President of LIT said, "The integrated programme of work agreed today with our colleagues will take our collaboration to the next level. It is good news for our students, their future employers and for the wider community across Limerick, Tipperary and Clare. Student numbers are set to rise in future years, due to demographic trends and a gradual improvement in economic circumstances. Together we will be able to do more to cater for that demand".

The three institutions have a history of collaboration dating back to 2006 when they formed the Shannon Consortium alliance, which secured the largest ever funding under the HEA's Strategic Innovation Fund. The current strategic plans of the three institutions recognise deepening the existing linkages between them as one of the key objectives. The pivotal role of higher education collaboration in the city and region is further reinforced in the Limerick Charter: Commitment to Cohesion and Convergence (June 2013), co- signed by the city, LIT, MIC, UL and other major stakeholders.

Led by a high level Consortium Board comprising the three institutional presidents there is consensus and enthusiasm in all three organisations for the alliance. Within the institutes work is already under way to implement the programme of work involved and explore further opportunities for enhanced collaboration.

At the Shannon Consortium Mid West Regional Cluster MOU Signing at LIT from l to r, Prof Michael Hayes, MIC, Dr. Maria Hinfelaar, LIT, Prof Don Barry UL

'PERSONAL CHOICE' TWENTY ARTISTS FROM THE LIMERICK SCHOOL OF ART & DESIGN

An exhibition entitled 'PERSONAL CHOICE' Twenty Artists from the Limerick School of Art & Design was opened by Minister for Finance Michael Noonan recently. The exhibition which continued until the 25th April was a wonderful opportunity for LSAD to show artwork from our distinguished alumni and to celebrate Limerick City of Culture 2014. These artists span fifty years of LSAD and the personal selection by John Shinnors is a testimony to the wonderful creative talent that has emerged from the school over the years. The exhibition was accompanied by a catalogue with an introduction by John Shinnors, an excellent essay by Historian John Logan and designed by artist David Lilburn.



LIT CAMPUS MASTERPLAN NEEDS TO BE ACCELERATED TO HELP DEAL WITH SKILL SHORTAGES, SAYS LIT'S PRESIDENT

The President of Limerick Institute of Technology, Dr. Maria Hinfelaar, has said that the huge demand for LIT courses in two key areas of growth in the regional and Irish economy has reinforced the need for the institute's Campus Masterplan to be accelerated. CAO Round One offers are up for Level 6, 7 and 8 courses but demand for culinary arts and engineering courses outstrips capacity.

Reacting to Round One of CAO offers, Dr. Hinfelaar revealed that due to capacity issues at the institute, it simply cannot satisfy demand for places on its engineering and culinary arts programmes. While Round One offers at LIT are significantly up on last year for Level 6, 7 and 8 courses, bucking the national trend in the process, Dr Hinfelaar said that LIT would like to be able to do more to meet the demand for places for engineering and culinary arts but cannot due to mounting campus capacity restrictions.

"There are very significant skills shortages in Ireland in culinary arts and engineering, which are major growth areas. Tourism is really picking up, not least across this region, and that growth will accelerate thanks to the Wild Atlantic Way promotion and Shannon Airport's resurgence.

"Estimates earlier this year were that there are 3,000 unfilled posts in the hospitality sector. A similar situation will apply with engineering which has a real challenge but a good one thanks to major jobs announcements by for instance Ettikon, Regeneron, Vistakon and Analog Devices locally.

"We have pushed our intake to the limit this year in relation to both these sectors but we are still falling short of satisfying demand. We are restricted because of our campus capacity issues, so there is a huge need for our campus master-plan to be accelerated and we will do this if we can get the resources. We are working hard at securing those resources but the sooner the better so we can help fill that skills shortage."

Dr. Hinfelaar revealed that over 3,500 students at Limerick Institute of Technology have received offers for Level 6, 7 and 8 courses, showing a significant increase on 2013. An analysis of Round One offers at the Institute shows that points were up on 20 courses, down on 27 courses, with no change in 19. Level 8 course offers (1,242 offers) are up by 7%, racing way ahead of the national average increase of 2%, with Level 6 & 7 offers at LIT (2,200) up by 6%, bucking the national average, which is down this year by 5%.

Dr. Hinfelaar said that students accepting LIT courses will be further boosted by a survey conducted last year which shows the high percentage of graduates from the Institute that secure employment.

The Class of 2012 survey, conducted between May and August 2013, reports that 88% of graduates were in paid employment, internships or further studies, with 11% of Graduates still seeking employment – an improvement of 3% on the previous year. Early indications are that the 2014 survey will show further improvements. "This news is very relevant at this time as it is huge encouragement for leaving cert students to continue their studies at LIT or, indeed, at any other third level centre. The longer students stay in education, the better their chances of employment and the better that is for our economy."

LIT STUDENTS DO THEIR BIT FOR CHARITY

The LIT Year 1 Social Care students welcomed Mike O'Mara, chairperson of CSPP (Corbett Suicide Prevention Patrol) to their lecture on March 31st to present him with a cheque for €2,700. The students raised the money during the LIT Christmas Fair as part of their Volunteering and Active Citizenship module with Jennifer Stritch, Social Care lecturer. CSPP is a very worthy charity which provides crisis and suicide intervention services along the riverfront area of Limerick. Well done to the students involved on this worthy achievement.



The LIT Year 1 Social Care students welcomed Mike O'Mara, chairperson of CSPP (Corbett Suicide Prevention Patrol) to their lecture on March 31 to present him with a cheque for €2700.

USING STUDENT FEEDBACK TO ENHANCE HIGHER EDUCATION

LAUNCH OF NEW NATIONAL STUDENT SURVEY & PUBLICATION OF THE REPORT ON 2013 NATIONAL PILOT

A new national survey collecting information on student's experience of higher education has shown that 76% of all LIT students who responded to the survey reported positive relationships with teaching staff describing them as available, helpful and sympathetic.

LIT students say a new national survey of third level students, launched Friday 13 December 2013, will help Irish higher education institutions to enhance the quality of education they provide by asking students in detail about their experiences. This fully national survey is the first system-wide survey of its kind in Europe and will be rolled out by participating institutions in February – March 2014.

The Irish Survey of Student Engagement (ISSE) is designed to reach out to students and to hear about their full experience of higher education. Student feedback will provide institutions with valuable information that they can use to identify effective practice and provision and to prompt awareness of, and action on, any particular issues or challenges that affect students.

Student engagement with institutional life is a vital ingredient to ensure that students develop key skill-sets such as critical thinking, problem-solving, writing skills, team work and communication skills.

A pilot survey was offered in 2013 to all first year undergraduate, final year undergraduate and taught postgraduate students. Over

12,700 students across 26 higher education institutions participated, helping to make the survey representative of the overall student voice. In 2014, 30 institutions will participate in the survey including all Universities, all Institutes of Technology and all Colleges of Education.

ISSE is funded centrally by the Higher Education Authority and is a national collaborative partnership between HEA, IOTI, IUA and USI. The survey was developed in response to a key recommendation of the National Strategy for Higher Education to 2030 that every higher education institution should put in place a comprehensive anonymous student feedback system to inform institutional and programme/course development, as well as national policy.

ISSE is based on best practice internationally as developed by the Australasian Survey of Student Engagement (AUSSE) since 2007 and the US National Survey of Student Engagement (NSSE) since 2000.

LIT GAMES DESIGN AND DEVELOPMENT STUDENTS WIN MICROSOFT IMAGINE CUP

Two students from the LIT Thurles Games Design and Development Programme, Ger Stone 3rd Year and Joseph Bentley 4th Year were announced as the winners at the Microsoft Imagine Cup recently. Supported by mentor, Pamela O'Brien, they competed against students from colleges across Ireland. The Imagine Cup is a prestigious technology development competition run annually and national winners compete at European and World Championships. Congratulations to Ger and Joseph, they are now in preparation for the European finals, you can follow their progress at imaginecup.com for updates on their progress.

LSAD KNITWEAR EXHIBITING IN GERMANY



'Austermann' is the Hand Knitting Yarn section of the internationally renowned German 'Schoeller Sussen GmbH' yarn spinning company and they exhibit annually at the International trade show 'Handarbeit' in Cologne, Germany.

Following the huge success of last year's collaboration, Austermann have invited LSAD students to work on an even greater project for 2014. This year 2nd year students from the Fashion Dept. and 1st year students from the new Fashion Knitwear & Textiles BA course have joined forces to design and make a collection of garments illustrating the creative usage of their various yarns.

The full collection of ten pieces were on exhibit on the 'Schoeller, Austermann' stand at the Handarbeit fair in Cologne, Germany on March 22/23/24th 2014.

LIT LIBRARIANS RECEIVE EUROPEAN PROJECTS AWARD

Jerald Cavanagh and Padraig Kirby – LIT Library have been recognised by the European Projects Association for distinguished effort in the Development of the European Union through European Projects and for efforts in building a better society. They have been recognised for the EU TEMPUS project 517117 Developing Information Literacy for lifelong learning and knowledge economy in Western Balkan countries. This is a €1.2m Tempus project which includes EU partners from Greece, Romania and the UK and partners in the Western Balkans and is implementing transformative Information literacy initiatives across Universities, libraries and communities in Albania, Bosnia and Herzegovina, Montenegro and Kosovo under UNSC Resolution 1244/99.

Public presentation of the results took place at the World Research and Innovation Congress at Eureka. Secretariat (Rue Neerveld 107, 1200, B) in Brussels on June 4, 2014 at 16.30pm. The Awarding Ceremony will take place on 7 October 2014 in Brussels.

Jerald Cavanagh and Padraig Kirby received this award from the European Projects Association in cooperation with their partners: World Research and Innovation Congress, International Innovation and Research Media, The Parliament Magazine, The Regional Review, EU Observer and EuropaNews. Tempus is the European Union's programme which supports the modernisation of higher education in the Partner Countries of Eastern Europe, Central Asia, the Western Balkans and the mediterranean region, mainly through university cooperation projects.

From right to left; Jerald Cavanagh Institute Librarian Limerick Institute of Technology and Padraig Kirby Senior Library Assistant, Limerick Institute of Technology pictured with Tempus project representatives Fuada Muslic and Beba E. Rasidovic from the University of Sarajevo, Bosnia and Herzegovina

67% OF LIT ACCOUNTING AND FINANCE GRADUATES SECURE EMPLOYMENT IN 2013

A survey of LIT Accounting and Finance 2013 graduates has shown that 67% of all students surveyed went directly into employment with 60% of respondents securing employment in their relevant field of study in an accounting practice or industry. A further 22% of all students surveyed chose to pursue further postgraduate qualifications of masters/higher diploma or full time professional studies. 25% of those employed in accountancy practice are employed in one of the "Big 5" accountancy firms.

Commenting on the survey, Mr. James Collins, Head of Department of Finance and Professional Studies said: "We are delighted to see our graduates doing so well and that employers value so highly their qualifications. There are great employment opportunities for accounting and finance graduates and I would recommend that leaving certificate students consider this career option."

In advance of the CAO deadline, LIT hosted Study Skills Workshops and CAO Information Evenings for students and parents from at their Moylish campus on the 16th January, Thurles campus on the 14th January and Clonmel campus on the 15th January. The events were of interest to Leaving Certificate, FETAC and mature students looking for further information on all programmes at LIT. Information was available for students and their parents on the range of full-time courses across LIT's campuses this year. Admissions staff were available to answer CAO related queries & information were also available on student supports. Study Skills workshops also took place each evening.

LIT AWARDS OVER €20K IN SPORTS SCHOLARSHIPS TO STUDENTS

Thirty-one LIT students were awarded sports bursaries at an awards ceremony that took place in the student's union building recently. The bursaries will provide financial, accommodation and other supports to athletes of outstanding ability to allow them to develop their skills and represent the institute at national and international level while simultaneously completing their programmes of study at LIT.

Since its introduction, the scholarships have benefited students involved in a wide range of sports including hurling, camogie, rugby (ladies/men), Gaelic football (ladies/men), basketball, boxing, rowing, tae kwon do, and weight lifting. This year 31 bursaries to the value of over €20K in total were awarded to students representing 11 different sporting disciplines.

This year's list of recipients includes a number of high profile county hurlers including Tony Kelly, who played on the winning Clare All Ireland Senior and Under 21 Hurling teams. Tony was also the first hurler to win both the coveted Young Hurler and Overall Hurler of the Year for 2013.

From l to r: Paul Browne, LIT GAA Development Officer, David Conroy, LIT Fresher Hurler of the Year 2014, Dr. Maria Hinfelaar, President LIT, Philip Ivors, LIT Senior Hurler of the Year 2014, Mark Gennery, LIT Intermediate Hurler of the year 2014

LIT FASHION SHOW

The LSAD Graduate Fashion Show 2014 took place on the 15th May in the Milk Market. A collection inspired by the novel The Virgin Suicides earned fashion graduate Eadaoin Ni Drisceoil from Fermoy a bursary of €10K and a 6 month work placement with designer Sharon Wauchob. The award was presented by Sharon Wauchob herself who is a graduate of LSAD. Ruth Doyle's long Grecian gowns won the AIB award of €2,500 for the most commercial collection, while the zany, blown-out shapes in African prints earned Caroline Martin the Bord Gáis award of €2,500 for most imaginative use of fabric.

Images of the work shown by the 27 graduates are on the LSAD fashion department's blog. The show was a huge success and featured on RTE's Nationwide programme .

LIMERICK FILM FESTIVAL 2014

Now in its fifth year, the LIT Film Festival kicked off with a bang this year with a name change to become the Limerick Film Festival. The festival has expanded and engaged with other local event organisers to work together and integrate with the cultural plans for Limerick City. This year the shortlisted films for the awards were screened in full and audio video installations from fourth year students at LIT were displayed at the Daghdha Space as well as some fantastic workshops and guest talks from professionals from the world of film and television. On the final night where both professional and student filmmakers were honoured for their creative talents across the different disciplines of film. The festival was delighted to receive support from Limerick City of Culture this year.

This festival has gone from strength to strength in the past 5 years thanks primarily to the effort and dedication of our LIT's Simon McGuire.

LIT LECTURER HONOURED WITH MICROSOFT AWARD

Philip Bourke, LIT Tipperary school has been awarded the Microsoft Most Valuable Professional (MVP) award for 2013-14. The MVP award is an annual international award that recognises exceptional technology community leaders worldwide who actively share their high quality, real world expertise with users and Microsoft. With fewer than 5000 awardees worldwide Microsoft MVPs represent a highly select group of experts. As a recipient Phil joins an exceptional group of individuals from around the world who have demonstrated a willingness to reach out, share their technical expertise with others and help individuals maximise their use of technology.

LIT MASTERS STUDENTS VISIT US UNIVERSITY

Fourteen LIT students on the Masters in Marketing and Management Strategy programme undertook a week long study abroad trip to New York and Connecticut in March. The trip formed part of the international perspective element of the LIT Masters programme which is delivered using Problem Based Learning. As part of the study trip the students spent two days in New York visiting a not for profit philanthropic company, The American Ireland Fund and also an international brand consultancy company Sterling Brands whose clients include Google, Nestle, Disney and Visa. The students then visited Post University in Connecticut where they networked and engaged with members of the US universities faculty. A highlight of the trip was a lecture from Limerick man Alan Buckley, Senior Vice President with GE Capital based in New York.



LIT Master in Marketing and Management Strategy students at Post University CT, USA with Limerick man, Alan Buckley Senior Vice President GE Capital.

LIT HOSTS NATIONAL SKILLS COMPETITION

LIT hosted the 'Ireland Skills Restaurant Service' national finals last May for the first time. The Ireland Skills National Competition is a prestigious event, run on an annual basis and attracts the best trainee crafts persons from around the country to compete for first place in Ireland and win the coveted Department of Education and Skills Silver Medal in their respective skill areas. National winners may be chosen to represent Ireland in the biennial WorldSkills competition.

This year's event proved to be a great success with a total of five students participating, representing Waterford Institute of Technology, Shannon College of Hotel Management and Limerick Institute of Technology.

The event provides participants with an opportunity to showcase their restaurant service skills, developed through relentless commitment to training and development, over a two day competition, testing skills such as cocktail making, napkin folding, flambé, and food and wine service.

The event concluded with an awarding ceremony where Dr. Maria Hinfelaar, President of Limerick Institute of Technology presented Tracey Deane of Shannon College of Hotel Management with the 2014 national award.

LIT's Humanities Department offers a range of programmes in Culinary Arts, Hospitality Studies, Social Care and Social and Community Studies disciplines. Active learning is at the centre of the Department's learning philosophy and all programmes provide a blend of theory and practice, producing graduates with a combination of the knowledge and skills sought by employers.

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APPENDIX

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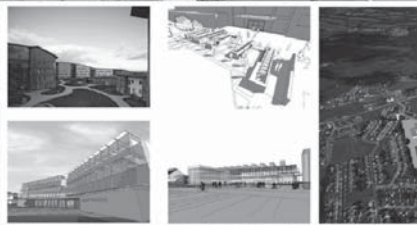
	COMPLETION (Exam Statistics)			Retention (Intake)		
	Completion % 2011/12	Completion % 2012/13	Completion % 2013/14	Retention % 2011/12	Retention % 2012/13	Retention % 2013/14
Faculty of Applied Science, Engineering and IT (ASET)	78.92%	76.21%	75.44%	92.41%	91.15%	91.31%
Dept of Electrical & Electronic Eng	77.74%	78.29%	75.88%	92.01%	94.92%	91.41%
Dept of Information Technology	71.06%	69.50%	75.26%	90.73%	90.46%	92.69%
Dept of Applied Science	82.41%	81.79%	78.35%	93.72%	89.39%	91.93%
Dept of the Built Environment	82.04%	77.39%	69.92%	93.10%	91.33%	88.92%
Dept of Mechanical & Automobile Eng	86.01%	77.58%	77.88%	93.49%	88.34%	90.18%
Faculty of Business & Humanities	86.73%	87.41%	84.27%	96.07%	94.43%	95.20%
Dept of Applied Social Sciences	92.82%	93.69%	93.45%	97.93%	96.94%	98.06%
Dept of Sport & Finance	84.08%	84.93%	80.42%	97.78%	93.93%	94.63%
Dept of Business	83.27%	81.99%	79.87%	93.66%	92.59%	95.57%
Dept of Food & Tourism	85.00%	88.36%	81.21%	94.53%	93.27%	90.43%
School of Art & Design	92.64%	91.57%	92.25%	95.23%	95.10%	95.57%
Dept of Design	89.21%	88.66%	91.01%	95.25%	95.80%	95.28%
Dept of Fine Art	95.36%	93.70%	93.30%	95.22%	94.60%	95.83%
Institute Undergraduate Total	83.78%	82.87%	81.48%	94.12%	93.02%	93.50%

	COMPLETION (Exam Statistics)			Retention (Intake)		
	Exam Total No Reg'd	Total Successfully Completed	Completion %	30-Nov	Exam Sits	Retention %
Faculty of Applied Science, Engineering and IT (ASET)	2309	1742	75.44%	2256	2060	91.31%
Dept of Electrical & Electronic Eng	539	409	75.88%	524	479	91.41%
Dept of Information Technology	683	514	75.26%	670	621	92.69%
Dept of Applied Science	388	304	78.35%	384	353	91.93%
Dept of the Built Environment	369	258	69.92%	352	313	88.92%
Dept of Mechanical & Automobile Eng	330	257	77.88%	326	294	90.18%
Faculty of Business & Humanities	1907	1607	84.27%	1897	1806	95.20%
Dept of Applied Social Sciences	565	528	93.45%	566	555	98.06%
Dept of Sport & Finance	577	464	80.42%	577	546	94.63%
Dept of Business	467	373	79.87%	451	431	95.57%
Dept of Food & Tourism	298	242	81.21%	303	274	90.43%
School of Art & Design	800	738	92.25%	813	777	95.57%
Dept of Design	367	334	91.01%	381	363	95.28%
Dept of Fine Art	433	404	93.30%	432	414	95.83%
Institute Undergraduate Total	5016	4087	81.48%	4966	4643	93.50%

	COMPLETION (Exam Statistics) Stage 1			Retention (Intake) Stage 1		
	Completion % 2011/12	Completion % 2012/13	Completion % 2013/14	Retention % 2011/12	Retention % 2012/13	Retention % 2013/14
Faculty of Applied Science, Engineering and IT (ASET)	66.98%	68.37%	69.45%	86.72%	85.79%	88.73%
Dept of Electrical & Electronic Eng	63.35%	74.03%	71.70%	84.85%	92.81%	88.13%
Dept of Information Technology	61.18%	63.31%	69.49%	87.72%	89.54%	92.21%
Dept of Applied Science	75.89%	72.81%	74.81%	85.98%	75.42%	86.57%
Dept of the Built Environment	58.72%	58.62%	53.97%	84.26%	82.93%	82.93%
Dept of Mechanical & Automobile Eng	81.75%	75.94%	76.38%	90.00%	82.98%	90.70%
Faculty of Business & Humanities	81.47%	81.48%	78.99%	94.03%	90.56%	92.83%
Dept of Applied Social Sciences	90.07%	89.35%	87.59%	96.58%	95.06%	97.92%
Dept of Sport & Finance	82.50%	82.99%	78.10%	96.40%	90.76%	92.52%
Dept of Business	70.14%	68.94%	70.59%	90.63%	87.59%	94.03%
Dept of Food & Tourism	83.50%	85.57%	79.81%	92.08%	87.25%	85.19%
School of Art & Design	90.00%	88.51%	89.73%	96.26%	94.42%	96.40%
Dept of Design			75.00%			92.31%
Dept of Fine Art	83.50%	88.51%	94.19%	92.08%	94.42%	97.65%
Institute Undergraduate Total	75.46%	76.31%	75.84%	90.61%	88.81%	91.32%

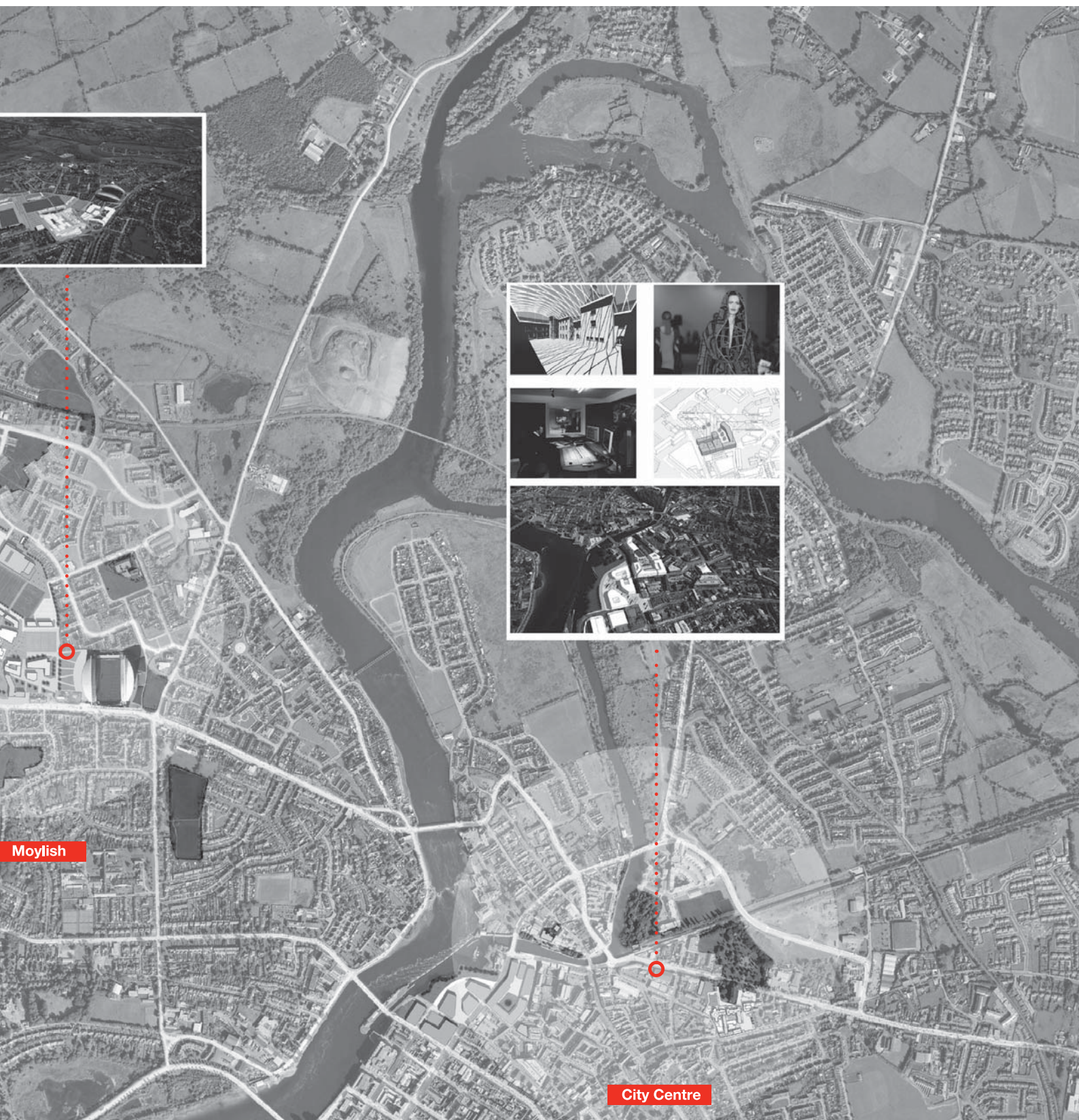
	COMPLETION (Exam Statistics) Stage 1			Retention (Intake) Stage 1		
	Exam Total No Reg'd	Total Successfully Completed	Completion %	30-Nov	Exam Sits	Retention %
Faculty of Applied Science, Engineering and IT (ASET)	779	541	69.45%	790	701	88.73%
Dept of Electrical & Electronic Eng	159	114	71.70%	160	141	88.13%
Dept of Information Technology	236	164	69.49%	244	225	92.21%
Dept of Applied Science	131	98	74.81%	134	116	86.57%
Dept of the Built Environment	126	68	53.97%	123	102	82.93%
Dept of Mechanical & Automobile Eng	127	97	76.38%	129	117	90.70%
Faculty of Business & Humanities	595	470	78.99%	600	557	92.83%
Dept of Applied Social Sciences	145	127	87.59%	144	141	97.92%
Dept of Sport & Finance	210	164	78.10%	214	198	92.52%
Dept of Business	136	96	70.59%	134	126	94.03%
Dept of Food & Tourism	104	83	79.81%	108	92	85.19%
School of Art & Design	224	201	89.73%	222	214	96.40%
Dept of Design	52	39	75.00%	52	48	92.31%
Dept of Fine Art	172	162	94.19%	170	166	97.65%
Institute Undergraduate Total	1598	1212	75.84%	1612	1472	91.32%

LIT - LIMERICK CITY CAMPUSES



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1. EDUCATION + RESEARCH * 2. ENTERPRISE 3. ART & CULTURE 4. SPORT 5. COMMUNITY







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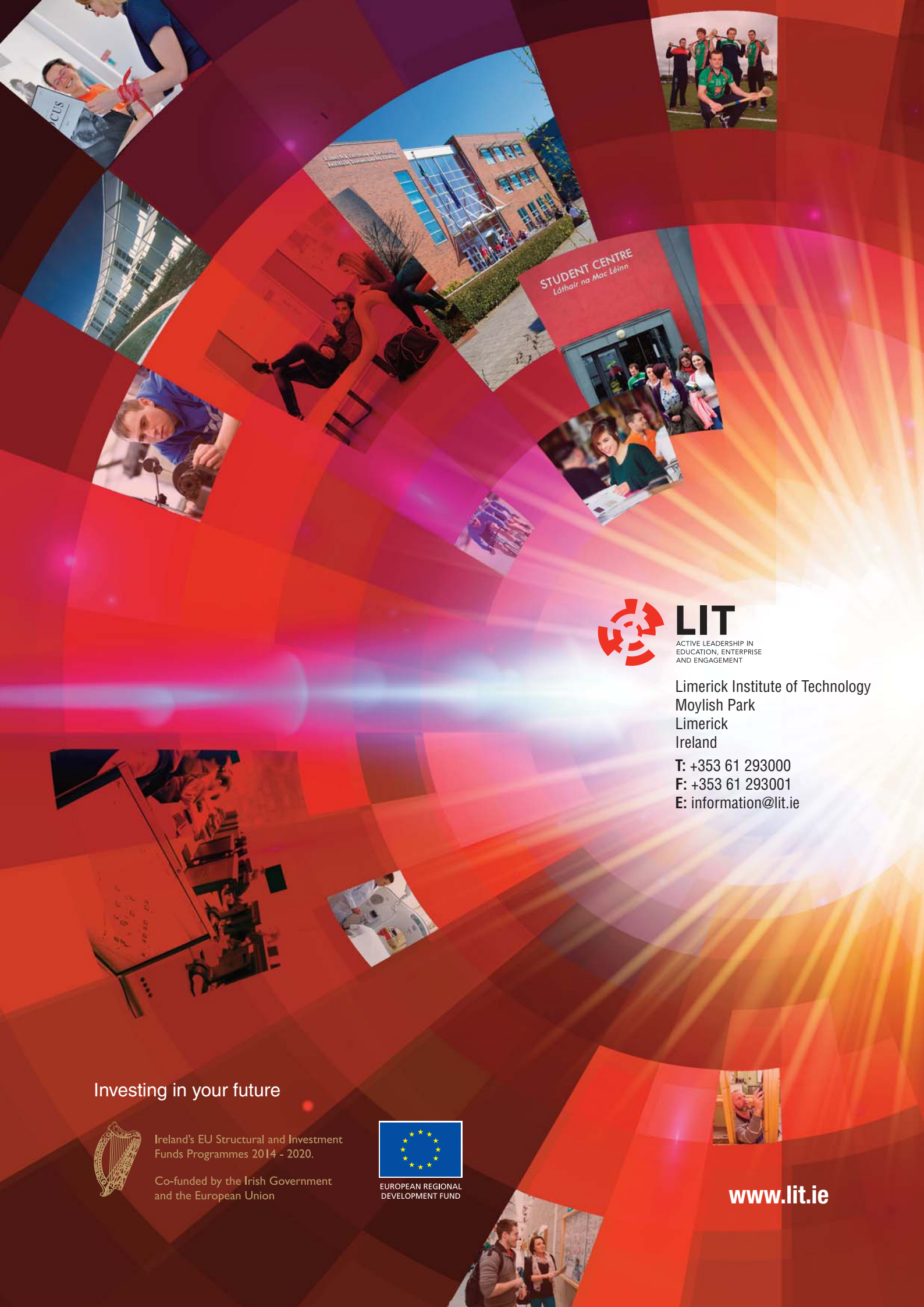




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*Limerick Institute of Technology's aim
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cultural and personal development
of the individual.*



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