




# Annual 2014 Report 2015



**LIT**

LIMERICK INSTITUTE  
OF TECHNOLOGY





This is the Annual Report of the  
Limerick Institute of Technology

The Annual Report covers the period  
1st September 2014 to 31st August 2015



**LIT**

LIMERICK INSTITUTE  
OF TECHNOLOGY

# **Annual Report**

**2014/2015**

**[www.lit.ie](http://www.lit.ie)**







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**We are a community of over 6,500 students and 550 staff across campuses in Limerick and Tipperary, with a vision, mission and remit encapsulated in our motto: active leadership in education, enterprise and engagement.**

## **CHAIRMAN'S & PRESIDENT'S STATEMENTS**



01



Limerick Institute of Technology  
Institiúid Teicneolaíochta Luimnigh



## CHAIRMAN'S STATEMENT



Most people are familiar with the expression 'the pips are squeaking' as a way of describing a situation where the resources available are inadequate for the task in hand. It certainly describes the position in the thirteen institutes of technology which are struggling to educate ever larger numbers of students and to maintain the quality of everything they do with only minimally increased operational funding and the very uncertain availability of capital funding.

At LIT we are fortunate that, through creative work with NAMA, the Higher Education Authority and the Department of Education and Skills, we have been able to secure space for an eventual additional 1,000 science, technology, engineering and mathematic students at a new facility at Coonagh. We have also opened a new fashion enterprise incubator in Limerick City centre and a strength and conditioning centre in Thurles. These are among the key building blocks in our plans for the physical development of the institute out to 2030 and our strategic commitment to the educational, social and economic development of the Limerick, Clare and Tipperary area.

But welcome as the Coonagh and other developments are, they cannot disguise the lack of a clear national strategy for the funding of third level education at both capital and operational levels – uncertainty and 'stop-go' is a totally inadequate basis for funding a sector that is so critical to the achievement of the country's economic and social goals. The expert group on third level funding led by Peter Cassells has done ground-breaking work in analysing the issues and the options for future operational funding policy and these will require early and urgent attention by the new government.

In its contribution to the Cassells discussion, the LIT Governing Body has favoured balanced contributions to third level financing by the government, students and industry with enhanced special provision, both as to fees and maintenance, for students from lower income backgrounds; the Governing Body also favoured an 'income contingent' future repayment by graduates of some of the cost of their courses. But the devil, as the cliché has it, is in the detail and it will be a major challenge for government to get a workable formula that balances the financing needs of third level education, equitable access to the system for people from all socio-economic backgrounds and the other high priority demands on the public purse.

At the end of 2015, Dr Maria Hinfelaar, who has been President of LIT since 2004, told us that she would be leaving LIT to take up the position of Vice Chancellor and Chief Executive of Glyndwr University in Wales. Notwithstanding the very great challenges which her departure presents to LIT in finding a replacement of her calibre presents us, there is no one in or associated with LIT who does not heartily congratulate her on her appointment and wish her well in her new role. In her twelve years at LIT, Maria has made a singular contribution to the Institute, to the wider Irish education system and the entire educational, social, economic and cultural life of the Limerick area. Not the least of her achievements has been the building of a highly competent and committed academic and management team at LIT who will carry the ethos and values which she implanted into the next presidency.

The year under review presented many challenges to the leadership and the staff of LIT some of which I have referred to above. I commend them all for continuing to provide programmes of the highest quality to all of those who study and do research with us and for maintaining their commitment to the continuous improvement of everything we do. I also thank 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

We are a community of over 6,500 students and 550 staff across campuses in Limerick and Tipperary, with a vision, mission and remit encapsulated in our motto: active leadership in education, enterprise and engagement. LIT has a positive influence on sustaining and expanding the industry base in the region through our capability to develop programmes and supply graduates with the right skills and aptitudes, our proactive approach to the creation and support of new enterprise, and our contributions to civic and cultural life. The hallmark of our educational philosophy is active learning through a fusion of theory and practice, embedded in our teaching and learning approaches and our learning environments.

Our students and industry partners frequently tell us that they value the active learning ethos, and we score consistently well in student and graduate surveys which measure key components such as practical application, preparation for the workplace and how students are supported. Our core educational provision across our three Faculties (Applied Science, Engineering and IT; Business and Humanities; Art and Design) is further complemented with significantly growing research, enterprise and engagement activity. We also contribute significantly to the wider community, involving staff and student volunteers.

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

- We registered over 1700 new students in first year and congratulated an equivalent number who graduated at our conferring ceremonies, including a growing number of postgraduates.
- We progressed our alliances within the education sector, in particular with our Shannon Consortium partners and extending to the ETBs in the Limerick/Clare and Tipperary regions.
- We strengthened our links and profile in the region, for instance through taking a lead role in initiatives that brought additional jobs to the region, Limerick for IT and Limerick for Engineering and through the secondment of our Head of School of Art and Design to prepare the bid for Limerick to be designated European Capital of Culture in 2020.
- We completed an interim review of our strategic plan LIT Vision and Strategy to 2020.
- We successfully submitted our first returns to the HEA under the performance-based funding system, our Compact 2014 to 2016.
- We progressed our Campus Masterplan and deepened our engagement with the city and region, so that our capital development meets the needs of students and the community.

As I prepare to leave LIT and take up a new role as Vice Chancellor and Chief Executive of Glyndwr University in Wales, I want to thank the current and past Governing Bodies of LIT and all the staff for their wonderful support over the years. You have been true colleagues and friends and I am sure LIT will continue to be an excellent place where students and staff can develop their true potential.

**Dr. Maria Hinfelaar**  
President LIT





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

## **GOVERNANCE & MANAGEMENT**





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## 2.1 GOVERNING BODY

A Governing Body was appointed for the period September 2011 up to 31st August 2016. Seven ordinary meetings of this Governing Body were held during the year under review (2014-2015). In addition, seven Audit subcommittee meetings, three Strategy subcommittee meetings and four Finance subcommittee meetings were also held during the year under review. One Joint meeting between the Audit and Finance subcommittees were also held in the year under review. Fees and/or expenses (including relevant fees for interview boards) paid to members of Governing Body for the year 2014-2015 were €12,818.20.

### Members

#### 28th September 2011 to 31st August 2016

**Mr. Niall Greene** Chairman

**Dr. Maria Hinfelaar** President

#### Six V.E.C. (now ETB) 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.

**Ms. 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-2014-2015)

**Ms. Mairéad Keogh** Student (Female-2014-2015)

**Ms. Ita Kavanagh** Academic Staff (Resigned November 2014)

**Ms. Maureen Falvey** Academic Staff (From February 2015)

**Mr. Dáithí Sims** Academic Staff (Resigned February 2015)

**Mr. Tony Mahon** Academic Staff (From June 2015)

**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 (now ETB) 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 2014-2015

#### AUDIT COMMITTEE

Ms. Paula Ryan-Chair

Ms. Mary Jackman

Mr. Michael Corley

Mr. Simon Moroney

Mr. Seán Treacy

#### FINANCE COMMITTEE

Dr. Kevin Kelleher- Chair

Dr. Maria Hinfelaar

Ms. Fionuala Mc Geever (From December 2014)

Ms. Mairéad Keogh (From June 2015)

Ms. Maureen Falvey (From June 2015)

Ms. Ita Kavanagh (Resigned November 2014)

Ms. Margot Marsden

Mr. Jim Nagle

#### STRATEGY COMMITTEE

Mr. Niall Greene-Chair

Cllr. Maria Byrne

Mr. Ger Hartigan

Dr. Maria Hinfelaar

Dr. Kevin Kelleher

Cllr. Joe Leddin

Cllr. Micheál Lowry

Mr. Tony Mahon (From June 2015)

Ms. Fionuala Mc Geever

Mr. Dáithí Sims (Resigned February 2015)





## 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 & Design

Head of School of Art and Design

Heads of Faculty of Applied Science Engineering and Technology

Heads of Faculty of Business and Humanities

Dr. Maria Hinfelaar

Mr. Terry Twomey

Mr. Jimmy Browne

Dr. Fergal Barry

Mr. Michael O Connell

Mr. Mike Fitzpatrick  
(on Secondment to the City of Culture)

Mr. James Greenslade (Acting)

Ms. Maria Kyne; Mr. Paschal Meehan

Ms. Marian Duggan; Mr. Donnacha Mc Namara

### Senior Management

Head of School of Engineering

Head of Department of Fine Art

Head of Department of Design

Head of Department of Business

Head of Department of Food and Tourism

Head of Department of Applied Social Sciences

Head of Department of Sport and Finance

Head of Department of Flexible Learning

Head of Department of the Built Environment

Head of Department of Electrical and Electronic Engineering

Head of Department of Mechanical & Automobile Engineering

Head of Department of Information Technology

Head of Department of Applied Science

Head of Research and Technology Transfer

Librarian

Academic Administration & Student Affairs Manager

Human Resources Manager

Finance Manager

Estates Manager

IT Manager

Internationalisation Manager

Marketing Manager

Enterprise Development and Business Liaison Manager

Development Manager-LIT Tipperary Campuses

Assistant Registrar

Dr. Edward Hayes

Ms. Tracy Fahey

Mr. Mike Fox (Acting)

Mr. Eoin Sadlier

Dr. Catriona Murphy

Dr. Cathy Jones

Mr. James Collins

Mr. Seamus Hoyne

Mr. Pat Gill

Mr. Dáithí Sims (Retired February 2015)

Dr. Frances Hardiman (From April 2015)

Dr. Philip Ryan

Ms. Janice O Connell

Ms. Michelle Mc Keon Bennett

Dr. Siobhan Moane (To June 2015)

Mr. Jerald Cavanagh

Ms. Linda Barry

Ms. Anne Twomey

Mr. Gerry O'Neill

Mr. Ultan Gogarty

Mr. Alan Barry (From October 2014)

Ms. Cliona Campbell (From January 2015)

Mr. Shane Malone (From August 2015)

Ms. Gillian Barry

Mr. Ciaran Lynch

Ms. Ann Murray

## 2.3 GOVERNANCE AND MANAGEMENT OVERVIEW OF STRATEGY AND PERFORMANCE

### 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 have been presented to the Governing Body by the academic departments and functional areas and feed into other review cycles such as programmatic reviews. 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 set the standard as an excellent, 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 and endorsed by the Minister for Education and Skills. 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.

### PERFORMANCE AGAINST COMPACT TARGETS WITH THE HEA

In the previous year, LIT submitted its proposed Compact for 2014 to 2016 to the HEA. This Compact was developed in the context of the national strategy for higher education, with predefined categories and themes which each institution was asked to cover. The Compacts also included an institutional profile with specific data regarding student population, discipline mix, staffing statistics, R&D outputs and finance. Baseline descriptors, metrics and narrative then needed to be developed for the three years covered by the Compact. Specific strategic goals in the LIT Vision and Strategy to 2020 document were cross-referenced with the HEA Compact objectives and metrics, and an Interim Strategy Review was conducted in early 2015 to bring the two processes together. Performance on targets is being tracked by the 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 any performance reports being submitted to the HEA (the first one was due in 2015). For transparency, these reports have been published internally on the web portal and they will also be published on the HEA website in due course.

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

Apart from meeting specific Compact targets, critical self-reflection and staying true to the distinctive mission of the institution are also deemed highly important by the HEA reviewers.

Strategic performance-based funding decisions affecting the institutions will be communicated by the HEA in November/December each year and implemented for the 2016 financial year for the first time. This will determine 7% of annual State recurrent funding based on a top-slicing methodology, translating into €1.68m for LIT based on current figures. LIT received its full allocation in 2014/15 (this was a pilot year at a significantly lower percentage topslice). Early indications are that we have also been successful in obtaining our full allocation for 2016 at the much higher percentage.

The rest of this section is derived from LIT's first review submission under the Compact methodology, completed in June 2015.



## INTRODUCTION

A summary of the 51 KPIs in the Compact under review is presented below, with discussion and reflections to follow.

### Colour coding:

	= target achieved
	= progress made but target not yet achieved
	= target not yet achieved and progress below expectation

Ref	Title	Number of Institute Objectives	Number of KPI's	KPI's - Manually Collated	KPI's - derived from SRS Return and other systems			
5.1	Regional Clusters	5	7	7	0	7	0	0
5.2	Participation, equal access and lifelong learning	4	9	3	6	8	1	0
5.3	Excellent teaching and learning and quality of the student experience	6	10	7	3	6	2	2
5.4	High quality, internationally competitive research and innovation	5	6	5	1	5	1	0
5.5	Excellent teaching and learning and quality of the student experience	4	9	8	1	9	0	0
5.6	Enhanced internationalisation	5	5	4	1	3	0	2
5.7	Institutional consolidation	5	5	5	0	4	1	0
	<b>TOTAL</b>	<b>34</b>	<b>51</b>	<b>39</b>	<b>12</b>	<b>42</b>	<b>5</b>	<b>4</b>

## DISCUSSION AND REFLECTION

The self-evaluation report submitted in June 2015 sets out a review of LIT's performance against the first set of interim targets under the mission-based Compact for 2014 to 2016, agreed with the HEA. We have used 2014/15 SRS returns where relevant, but for the most part, this document presents the position as at end 2014, in line with the structure of the Compact. The process of compiling this self-evaluation involved the full Executive Management team and it was monitored by the Governing Body of LIT. We see this as

an opportunity not just to be awarded funding, but also to enhance our performance in line with national strategy and to sharpen up our self-critical powers.

Highly detailed spreadsheets tracking our performance under each objective were also submitted to the HEA and were disseminated to staff and students via the web portal. All data are independently verifiable.

## THEME 1 – REGIONAL CLUSTER (SHANNON CONSORTIUM)

The Shannon Consortium sets an excellent example that others in the sector might learn from, and that is making a very positive contribution to the region generally.

In the past, the region had been characterised by a fragmentation of agencies, high unemployment and areas of social deprivation. To address this, several steps have been taken, Limerick City and County Councils have been merged, Shannon Development has been abolished and its functions absorbed by mainstream agencies (Shannon Airport, Enterprise Ireland, Fáilte Ireland). In addition, the Limerick 2030 Plan and Limerick Charter- Commitment to Cohesion and Convergence have been signed, a key feature of which is to ensure that the three HEIs have a joint presence in the city centre.

Some positive developments to be reported include the fact that Limerick has been designated as the national City of Culture in 2014 and the redevelopment of Limerick city centre is commencing. Major jobs announcements have been made by IDA-supported companies e.g. Regeneron, Northern Trust and the live register figures for Limerick have declined from 21,160 in 2011 to 16,310 in 2014.

To date, a comprehensive mapping exercise has been completed, academic calendars are being synchronized and a joint BA between UL and MIC is under development. The Strategic Innovation and

Development Programme funded project "Threshold Concepts", led by LIT, is underway with second level schools to support transition; mapping entry routes and enrolments from ETBs/PLCs into the three institutions. In terms of teacher education, an agreed plan for the National Institute for Studies in Education (NISE) has been prepared, encompassing all primary and secondary initial teacher education at MIC and UL. LIT's Art and Design ITE programme is now validated by UL with some module sharing, implemented from 2014/15.

Other MOU-related achievements include a federated Limerick Graduate School being set up with level 10 validation through UL and alignment of policies and joint provision of generic doctoral training. MIC PhDs already fall under the UL model and the first LIT pilot students are now registered. As a result, the QQI case-by-case validation is being phased out. As regards enterprise and the community, LIT is delivering enterprise development programmes across multiple sites, i.e. our own centres as well as UL. All three HEIs are significantly contributing to the Limerick regeneration agenda. There is a strong shared services history and a track record of joint procurement yielding substantial savings. In terms of promoting the region, joint Open Days have been organised; English Language training has been provided for international students (MIC-LIT); the 2014 ITLG (Silicon Valley-Limerick) conference was hosted by LIT and UL; the 'Limerick for IT' platform has been developed with industry partners (LIT-UL).

## THEME 2 – PARTICIPATION, EQUAL ACCESS AND LIFELONG LEARNING

LIT is attaining and exceeding Compact targets for specific socio-economic target groups identified by the HEA, such as enrolments of mature students and students with learning difficulties, coupled with a very high number of students eligible for SUSI grants. Our main campus in Limerick is located in a designated Regeneration area, and if fully delivered our Campus Masterplan can make a major difference to the wider community as well as LIT itself. LIT support services have reported that:

The changed profile of the "unemployed" student placed heavy support pressure on LIT and contributed to increased difficulty with retention in first year. Increased registration fees had a significant impact on those deemed ineligible for SUSI grant so that LIT saw an increase in the number of students who withdrew on financial grounds.

Up to 2012 mature students were in a position to keep their Job Seekers (BTEA) and receive a maintenance grant from SUSI. They are now only eligible for one of these.

The purchase and implementation of a 'One Stop Shop' CRM system to respond, track and deliver student services aims to support:

- The delivery of student services across all campuses in a manner that is seamless, meaningful, and integrated with our academic mission.
- Enhancing the individual student experience by providing professional services which support the holistic development of the person, thereby enabling all students to achieve their full academic and personal potential.
- Engaging students with on-target messaging and personalised communication.
- Provision of a platform which also allows the Institute to achieve measurable results in the form of an enhanced student experience, higher graduation rates and reduced operational costs.
- The integration of all of the Institutes resources in the education and preparation of the whole student.
- Equality and fairness, with inclusive provisions for an increasingly non-traditional student population.



LIT has visited and benchmarked its CRM system specification and requirements against UCD, Wolverhampton University and British Columbia Institute of Technology. The Canadian CRM system is light years ahead of the other two options, but not yet available on this side of the Atlantic. LIT is hopeful that this can change. Though this will inevitably extend the timeframe for implementation it is LIT's view that we need to future-proof our system with the best available technology.

LIT is the first institute in Ireland to implement a seamless transition from a federated Further Education College through an MOU with the Limerick and Clare ETB that leverages the close relationships between FE and HE. Having studied the Community

College system of progression in the USA, LIT has moved away from discipline based links and progressed to a model of progression around core competency and transition readiness for HE. The HEA-funded Threshold Concepts project supported our work with Limerick College of FE to bring about this changed approach.

Flexible Learning is given an orange score because the numbers have suffered with the economic downturn. However, LIT is redeveloping its model of FL to address this area towards 2016 targets. International benchmarking through a Fulbright scholarship has supported this development.

## THEME 3 – TEACHING, LEARNING AND THE QUALITY OF THE STUDENT EXPERIENCE

LIT uses independent benchmarks (Irish Survey of Student Engagement, EU Graduate Barometer) of comparative performance nationally and internationally. In nearly all 14 categories in the ISSE LIT has outperformed the sector and national averages. Preparation for the workplace is one area being strengthened through the increased use of work placements across a growing number of programmes, and active learning is already a strong and distinctive feature of LIT's learning environment.

Student retention in First Year has yet to achieve the improvement targets, despite significant commitment in this area by LIT. During the academic years 2012–2014 we have monitored first year student withdrawal through exit application forms. Each student is also contacted by telephone for follow-up. This methodology has helped LIT to identify personal, financial, course choice, health and employment opportunities as the main reasons why students withdraw (sample sizes: 144 in 2013, 162 in 2014). LIT is addressing the issues encountered by students by providing scholarships or payment plans for socio-economically disadvantaged students through the newly established Grants and Fees Office and by improving programme information and student induction. Reported financial factors affecting the withdrawal of students have reduced from 14% to 8% across the past two years with those leaving to take up employment rising from 5% to 7%. LIT will make further progress against retention and associated completion targets by 2016, without achieving the full Compact target by that date. A student attendance monitoring system is being piloted and expected to be completed by 2017. The LIT Learner Retention Strategy has the following rolling plan in place:



<b>Years 1 - 2</b>	<p>Provide accurate and impartial pre-entry information, advice and guidance including accurate, honest marketing and publicity in a modern format.</p> <hr/> <p>Implement an institute-wide attendance monitoring system.</p> <hr/> <p>Commit appropriate and timely funding to the Student Support Services in recognition of their key supporting role in the retention of students.</p> <hr/>
<b>Years 2 - 3</b>	<p>Formally review student registration systems.</p> <hr/> <p>Formally review all LIT induction programmes and student support services, based on annual student feedback of induction programmes, student support services, retention, completion, progression and withdrawal information.</p> <hr/> <p>Formally review the Learning Support Unit's provision of flexible, responsive and accessible learner support including study skills and English language support (for international students), based on annual student feedback.</p> <hr/>
<b>Years 4 &amp; 5</b>	<p>Provide staff development, and support staff CPD opportunities, in teaching, learning and assessment.</p> <hr/> <p>Provide well-resourced, high quality learning spaces that also address lifestyle and/or social requirements of students during their time at LIT.</p> <hr/> <p>As part of programmatic review, report on student retention initiatives undertaken at Department and Programme level, including impacts of proposed curriculum, assessment and delivery changes on diverse learners.</p> <hr/>

## THEME 4 – RESEARCH, ENTERPRISE AND ENGAGEMENT

This paragraph combines commentary on domains 5.4 and 5.5 in the Compact. Most targets are being achieved comfortably as described further on.

However, there are two major obstacles that may hamper achievement of these targets:

Inequity of funding: even though our postgraduate research students will be sharing facilities with and be covered by the same regulations as their counterparts in the Shannon Consortium, there is no provision in the RGAM for the IOTs to fund their programmes. It is also a serious concern that Enterprise Ireland has recently stipulated that projects funded under the Innovation Partnership scheme may not use this funding for postgrads supporting the projects, as these students would be double-funded by the State if

they are at a university. This, however, leaves the IOTs with a funding deficit and/or reduced possibilities to achieve postgrad number targets.

LIT has serious infrastructure deficits across all its campus operations. There are examples of valuable research equipment being housed in totally unsuitable spaces, posing risks to the researchers and their industry partners. This may lead to suboptimal results and a reduced capacity to attract new projects.

For this reason, we have labelled objective 5.4.1 as “orange”, in spite of the impressive progress made already and the strong commitment from the team. Their commitment is outlined below across the three areas of Research, Enterprise and Engagement and the Action Plans incorporate a range of external benchmarks.

### Research - Key Actions

We will make application to QQI under the IoTI Sectoral Protocol for Research Level 9 DA and an accompanying Level 9 Research Discipline Area Validation and Periodically Review this accreditation;

In line with the National Higher Education Strategy and our MOU with the University of Limerick and Mary Immaculate College, LIT envisages a coordinated regional approach and collaboration on structured PhDs through the creation of a Federated Limerick Graduate School. Following a review of policies and procedures across the institutions and selection of appropriate pilot disciplines, UL will become the awarding body for research programmes at level 10 (students remain LIT-registered).

This will build on areas where LIT has delegated authority at level 9, with the case-by-case model under QQI being phased out;

Through the Federated Limerick Graduate School we will endeavour to establish Structured Doctoral or Professional Doctorate Programmes in Thematic Areas;

We will review our Research Centre and Group Designation Policy (to include Development and Enterprise Centres); for fit against National Research, Enterprise and Development Policies (e.g. the Research Prioritisation Exercise, the revised Strategy for Science Technology and Innovation to 2030, the National Enterprise Policy to 2025, Limerick 2020 (City of Culture), Limerick 2030 Economic and Spatial Plan etc.). Where necessary we may proactively open internal calls to establish new nice research areas;

We will encourage and support each Centre and Group to produce its own Strategic Plan appropriate to its own stage of development and growth to enable them build the scale and capacity to compete meaningfully not only in Ireland but Europe and with existing Universities (Ref. Shannon ABC Strategic Plan); and work to Internationalise these centres;

We will align our Graduate Studies and Research Bursaries Call to Centres and Groups providing Scholarships to each centre and group;

We will endeavour to meet our knowledge transfer research metrics agreed in our HEA Compacts;

We will work to address the very significant challenges in respect of the quality and quantity of space for our growing research activity which need to be urgently addressed (Ref. Submissions to LIT Campus 2030 Plan and Annual Works Programme (Financial and Capital Resourcing)).





## Enterprise - Key Actions

We will support Enterprise Ireland in the development of indigenous exporting industries and the IDA in the pursuit of foreign direct investment;

We will implement the National Strategy (Draft) for higher education-enterprise engagement when published by the HEA;

We will endeavour to meet our knowledge transfer research metrics agreed in our HEA Compacts;

Enterprise Ladder: We will continue to support the promoters of New Businesses through our enterprise centres and international linkages (e.g. Irish Technology Leadership Group) in line with The National Policy Statement on Entrepreneurship in Ireland and the Research and Innovation Strategy for the Mid-West Region of Ireland, the work of the Entrepreneurship Form, Innovate Limerick and Start-Up Ireland as part of the Action Plan for Jobs (APJ);

Selection and support Policies and Procedures in the Enterprise Function will be further developed and systemised and will fall under the remit of the LIT Research and Development Committee;

We will actively encourage enterprise clients to engage in Research and Development projects with LIT;

The LIT Intellectual Property Policy (NDAs, Template Collaboration Agreements, Deeds of Adherence and Invention Disclosure etc.) for Research will be reviewed and developed on the basis of an open innovation model and full historic economic cost recovery model and with the aim of meeting our agreed Technology Transfer and Strengthening Initiative Targets as agreed with our partner colleges, the HEA and the Central Technology Transfer Office of Enterprise Ireland. We also aim prepare each final report on research and development projects as a licence agreement;

We will measure the impact of our Research, Enterprise and Development centres on job creation, job sustainability and economic impact and report on this annually; We will support Student, Local and National Entrepreneurship competitions.



## Civic Engagement - Key Actions

- We will prepare an engagement strategy for LIT;
- We will engage in the Limerick 2020 European City of Culture Project;
- We will engage in the Limerick Age Friendly City;
- We will support the Limerick 2030 Economic and Spatial Development Plan;
- We will actively promote LIT as a venue for and sponsor Centres and Groups to host conferences;
- We will support the work of the Local Community Development Committees and Local Economic and Community Plans – specifically Regeneration areas;
- We will systemise these engagement activities in projects and research postgraduate opportunities in so far as possible;
- We will engage in pan-European Innovation and Engagement Benchmarks and in particular continue our link with HEInnovate;
- We will prepare Case Studies for our research, enterprise and development projects;
- We will enhance our communications through journal publications, conference proceedings, websites and newsletters, e.g. RED Newsletter, Shannon ABC Newsletter;
- We will report annually to Governing Body in the HEA Compact format.

## THEME 5 – ENHANCED INTERNATIONALISATION

Significant ground has been made up by LIT in international student recruitment and transnational education, where targets were extremely ambitious compared with the baseline metrics – but they have been achieved. We have also achieved our target for outgoing student mobility in terms of work placements. However, we have not met our target for study abroad (and the resulting metric of rebalancing incoming vs outgoing Erasmus students). The background to this underperformance and an action plan is set out below.

The LIT student profile is heavily weighted toward technological disciplines, and we also have one the highest proportions of

mature students. LIT's programme design takes strong account of industry and active learning e.g. yearlong projects and professional body requirements. All of these are strengths which contribute to positive metrics elsewhere in this report. However they tend to mitigate against students taking a period of study abroad. While there would be aspiration and goodwill toward international experience among many academic staff and students, the combined weight of the above factors leaves little practical room for this goodwill to crystallise into actual experience. Other obstacles are misconceptions around a requirement to be fluent in a foreign language, and traditional programme structures which do not always facilitate semester exchanges.

### Agreed measures to improve performance in 2015 and 2016

Many EU institutions now offer programmes in English. LIT will seek out such institutions with relevant programme portfolios, and review our existing MOUs.

We have streamlined our academic calendar from 2015/16 and many more LIT programmes will be semesterised, with exams taking place before Christmas.

LIT International Office will enhance promotion and information efforts toward staff and students in the coming year, and proactively promote the take-up of Erasmus Plus.

Programmatic and course reviews will be requested to include and promote international study where possible in programmes and

this will be included in QA frameworks. Internationalising the curriculum in other ways, such as the inclusion of internationally focused content and/or “virtual mobility” student projects with partner HEIs in Europe or US/Canada (these have already been piloted ie. with Stenden University in Holland).

LIT will create additional opportunities for academic staff to forge links with international partners which will build confidence and facilitate outbound exchanges.

It should also be noted that new models of international student recruitment such as two-way scholarships are being successfully pursued by LIT, specifically with Brazilian university partners.





# THEME 6 – INSTITUTIONAL CONSOLIDATION

In our Compact we have focused on metrics relevant for sustainability and viability, which are largely on track. However, we have raised some caveats in our review since international best practice (e.g. HEFCE UK) would set higher benchmarks for reserves and non-pay ratios towards investment and replacements. We believe that this is a systemic issue for the sector as a whole. As part of the campus master-planning process, LIT has also done extensive benchmarking nationally and internationally (UK, Denmark) which throws the infrastructure deficits at LIT into stark relief. It should be noted that the last capital project allocated to LIT dates back to 2007 (refurbishment of the School of Art and Design), even though there were 4 other priority projects identified 10 yrs ago.

Moving on to one metric where targets have not quite been achieved: LIT's unit cost relative to the sector (highlighted as orange). The context is explained below.

Based on the most recent data (11/12) the cost per undergraduate student is:

	Baseline	2011/12
LIT	€9104	€10,161
National	€9585	€9,878
%	96%	102%

Two contributory factors for the year under review must be stated first:

- LIT utilised reserves to provide capital expenditure funding in accordance with approval from Governing Body and HEA, given our serious infrastructure deficits. This resulted in an increase of recurrent expenditure which, on the face of it, leads to an increase in unit cost.
- LIT student numbers for 2011/12 were relatively static (with some particularly small groups in construction-related courses) while the sector managed to increase intake (this situation has improved since).

Historical imbalances of funding in the sector are being addressed, and the HEA has indicated that LIT is one of the institutions which will gain more State grant revenue relatively. This will be expended substantially on items to improve the student experience in terms of teaching, facilities and other learning supports. This will inevitably increase our expenditure as reflected in an increasing unit cost. Our physical space constraints are now the biggest limiting factor to student number growth, particularly in areas where there is proven industry demand as the regional economy improves. It should be noted that (according to the HEA's own data) LIT is at a significant disadvantage compared with sector averages as regards space utilisation, prefabs and 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.

We may need to reflect this in a restating of relevant metrics for future years to reflect a more balanced approach across the other effectiveness metrics set in this section. This change of mix of funding and the managing of the pay costs would be more appropriate indicators of effective delivery and developing sustainable income streams.

**The seventh 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 2014-2016.**

# **ACADEMIC DEVELOPMENT AND STUDENT AFFAIRS**



03



## 3.1 ACADEMIC CALENDAR 2014/2015

### Semester 1

Week #	Month	Week Beg	Semester Activity	Year Long Activity	Notes
0	Aug	25	Repeat Exams		
1	Sept	1	Registration/Exam Boards	Repeat Exams	Opening of Academic Year and Staff Development Monday, 1st September Semesterised Programmes Induction/Orientation Week Semesterised Programmes Examination Boards
2	Sept	8	Teaching Week 1	Registration and 1st Year Induction/Exam Boards	Yearlong Programmes Induction /Orientation Week Semesterised Programmes Classes start Examination Boards continue
3	Sept	15	Teaching Week 2	Teaching Week 1	Other Full-time classes start Monday 15th September. Governing Body Meeting 16th September
4	Sept	22	Teaching Week 3	Teaching Week 2	
5	Sept/Oct	29	Teaching Week 4	Teaching Week 3	Academic Council Meeting 3rd October
6	Oct	6	Teaching Week 5	Teaching Week 4	
7	Oct	13	Teaching Week 6	Teaching Week 5	LIT Open Days Thursday, 16th and Friday 17th October, 2014
8	Oct	20	Teaching Week 7	Teaching Week 6	
9	Oct	27	Teaching Week 8 Conferring Limerick Schools	Teaching Week 7 Conferring Limerick Schools	Monday 27th October Bank Holiday Governing Body Meeting 28th October. 29th, 30th, and 31st October - LIT Conferings
10	Nov	3	Teaching Week 9 Conferring Tipperary School	Teaching Week 8 Conferring Tipperary School	Friday, 7th November, LIT Tipperary Conferring
11	Nov	10	Teaching Week 10	Teaching Week 9	Science Week
12	Nov	17	Teaching Week 11	Teaching Week 10	
13	Nov	24	Teaching Week 12	Teaching Week 11	
14	Dec	1	Teaching Week 13	Teaching Week 12	Academic Council Meeting 5th December
15	Dec	8	Teaching Week 14/Revision	Teaching Week 13/ Christmas Exams	Engineering Week Yearlong Programmes Christmas Exams Governing Body Meeting 9th December
16	Dec	15	Christmas Break	Christmas Break	Saturday 13th December 2014 - Sunday 4th January 2015 incl.
17	Dec	22	Christmas Break	Christmas Break	
18	Dec	29	Christmas Break	Christmas Break	
19	Jan	5	Assessment Week	Teaching Week 14	All students return Monday, 5th January Semesterised Programmes Assessment Week
20	Jan	12	Assessment Week/Break	Teaching Week 15	Semesterised Programmes Assessment Week/Break



## Semester 2

Week #	Month	Week Beg	Semester Activity	Year Long Activity	Notes
21	Jan	19	Teaching Week 1	Teaching Week 16	
22	Jan	26	Teaching Week 2	Teaching Week 17	
23	Feb	2	Teaching Week 3/Exam Boards	Teaching Week 18	Semesterised Programmes Examination Boards
24	Feb	9	Teaching Week 4/Exam Boards Rag Week	Teaching Week 19 Rag Week	Rag Week Semesterised Programmes Examination Boards Staff Development Day, 12th February
25	Feb	16	Teaching Week 5	Teaching Week 20	
26	Feb	23	Teaching Week 6	Teaching Week 21	Governing Body Meeting 24th February
27	Mar	2	Teaching Week 7	Teaching Week 22	Pallaskerry Exams (Agri 1) Start 2nd March Academic Council Meeting 6th March
28	Mar	9	Teaching Week 8	Teaching Week 23	
29	Mar	16	Teaching Week 9	Teaching Week 24	Tuesday, 17th March, Bank Holiday
30	Mar	23	Teaching Week 10	Teaching Week 25	
31	Mar	30	Easter Break	Easter Break	Saturday 28th March - Sunday 12th April inc. Governing Body Meeting 31st March
32	Apr	6	Easter Break	Easter Break	
33	Apr	13	Teaching Week 11	Teaching Week 26	All Students Return Monday, 13th April Pallaskerry Exam Board (Agri 1) 13th April
34	Apr	20	Teaching Week 12	Teaching Week 27	
35	Apr	27	Teaching Week 13	Teaching Week 28	
36	May	4	Teaching Week 14/Revision	Review/Revision (Exams Start Fri)	Monday 4th May, Bank Holiday Academic Council Meeting 8th May Summer Examinations/Assessments Commence 8th May
37	May	11	Assessment Week 1	Exam Week 1	Summer Examinations/Assessments Continue Governing Body Meeting 12th May
38	May	18	Assessment Week 2	Exam Week 2	Summer Examinations/ Assessments Continue
39	May	25	Exams Processing Week	Exams Processing Week	
40	Jun	1	Exams Processing Week/ Exam Boards	Exams Processing Week/ Exam Boards	Monday 1st June, Bank Holiday Examination Boards Start 2nd June
41	Jun	8	Exams Processing Week/ Exam Boards	Exams Processing Week/ Exam Boards	Examination Boards Continue
42	Jun	15	Reviews Week Academic Council Meeting	Academic Council Meeting Exam Reviews	Reviews Week Governing Body Meeting 16th June Academic Council Meeting 19th June

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

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;

#### Ex- Officio members

Dr. Maria Hinfelaar	President
Mr. Terry Twomey	VP Academic Affairs & Registrar
Dr. Fergal Barry	VP Research Development and Enterprise
Dr. Edward Hayes	Head of School of Engineering
Mr. James Greenslade (for Mike Fitzpatrick)	Head of School of Art and Design
Ms. Maria Kyne	Head of Faculty of Applied Science, Engineering & Technology (ASET)
Mr. Paschal Meehan	Head of Faculty of Applied Science, Engineering & Technology (ASET)
Ms. Marian Duggan	Head of Faculty of Business & Humanities
Mr. Donnacha McNamara	Head of Faculty of Business and Humanities
Mr. Colin McLean	Head of Faculty of Business & Humanities – Resigned from Institute December 2014
Mr. Jerald Cavanagh	Institute Librarian
Ms. Ann Murray	Assistant Registrar
Dr. Siobhan Moane	Head of Research & Technology Transfer

#### Nominated by Faculties /Schools

<b>Heads of Department:</b>	ASET:	(1)	Dr. Philip Ryan
	ASET:	(1)	Ms. Janice O'Connell
	Art & Design	(1)	Ms. Tracy Fahy
	Business and Humanities	(1)	Dr. Catriona Murphy
	Tipperary School	(1)	Mr. Seamus Hoyne

#### Elected Members

<b>Student Representatives:</b>	Ms. Mairead Keogh	(1)	
	Mr. Geoff Hunter	(1)	
	Ms. Laura Pigott	(1)	
	Mr. Russell Roche	(1)	up to October 2014

#### Elected Staff:

<b>School of Art &amp; Design:</b>	Male	(1)	Mr. Paul Gardiner
	Female	(1)	Ms. Aine Nic Giolla Coda
	Common	(1)	Mr. John Hannafin
<b>School of Business &amp; Humanities</b>	Male	(1)	Dr. Derek McNerney
<b>Finance &amp; Professional Studies</b>	Female	(1)	Ms. June O'Byrne Prior
<b>Department of Humanities:</b>	Male	(1)	Mr. Joe Mulcahy
	Female	(1)	Ms. Catherine Jones
<b>Business Management</b>	Common	(1)	Dr. James Griffin
<b>Tipperary School</b>	Male	(1)	Mr. Philip Hennessy
	Female	(1)	Ms. Frances O'Connell



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

<b>Department of the Built Environment:</b>	Male	(1)	Mr. Kevin O’Riordan
	Female	(1)	Ms. Roz Whelan
<b>Department of Electrical and Electronic Engineering:</b>	Male	(1)	Mr. Donagh O’Shea – replacing Mr William O’Halloran from December 2014
	Female	(1)	Ms. Nora Ni Fhlatharta
<b>Department of Mechanical and Automobile Engineering:</b>	Male	(1)	Mr. Ailbe Burke
	Female	(1)	Ms. Clodagh Moore – replacing Dr. Frances Hardiman from June 2015
<b>Department of Information Technology:</b>	Male	(1)	Mr. Mike O’Connell
	Female	(1)	Ms. Marian Lynch
<b>Department of Applied Science:</b>	Male	(1)	Dr. Jim Healy
	Female	(1)	Ms. Elaine Raggett



### 3.1.2 ACADEMIC COUNCIL SUB-COMMITTEES

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.

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. Mags Fennell  
Mr. Aidan O'Connor  
Mr. PJ Ryan  
Mr. Martin Neville  
Ms. Gillian Clogan  
Ms. Michelle McKeon Bennett  
Mr. Ian Foley  
Ms. Michelle O'Connor  
Ms. Caoimhe McGovern  
Ms. Mary Ryan  
Ms. Gillian Dooley –  
Resigned from sub-committee February 2015  
Mr. Colin McLean –  
Resigned from Institute December 2014

#### 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 McInerney  
Ms. Frances O'Connell  
Dr. Fergal Barry  
Mr. Seamus Hoyne  
Mr. Paschal Meehan  
Ms. Janice O'Connell  
Ms. Michelle McKeon Bennett  
Ms. Sarah Landy  
Ms. Nichola O'Connell  
Ms. Eilish Ryan  
Ms. Cara Higgins  
Mr. Colin McLean –  
Resigned from Institute December 2014

#### 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  
Dr. Pauline Ryan  
Ms. Anna Lennon  
Ms. Stephanie Bell  
Mr. Geoff Hunter

#### Research and Development

Mr. Terry Twomey  
Ms. Ann Murray  
Mr. Chris Walshe  
Dr. Patrick Murray  
Dr. 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 McEnna  
Dr. Fergal Barry  
Ms. Jennifer Stritch  
Dr. Kieran Cashell  
Mr. John Cosgrove  
Mr. Seamus Hoyne  
Ms. Lorraine Callanan  
Ms. Michelle McKeon Bennett  
Ms. Anne O'Donovan  
Ms. Sarah Landy  
Mr. Colin McLean  
Ms. Gillian Barry  
Mr. Pdraig Kirby  
Ms. Agnes Bouchier-Hayes  
Ms. Jacqueline Kearney  
Mr. Thomas Proctor

#### 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  
 Ms. Carolann Bargarly  
 Ms. Mairead Keogh  
 Ms. Michelle Kimmel  
 Ms. Margaret Corcoran  
 Ms. Maeve O'Doherty  
 Ms. Noelle Clancy

### Teaching & 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  
 Ms. Broze O'Donovan  
 Ms. Sile Minihan  
 Ms. Nicola O'Keefe

### 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. Padraig 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  
 Mr. Joe Mulcahy  
 Mr. Michael Hassett  
 Ms. Katerina Lucanova



## 3.2 ACADEMIC DEVELOPMENTS

The following New Programme Proposals were approved in the period:

### **School of Business & Humanities Department of Business**

- > H. Dip in Business (Fund Management Services).

### **ASET: Faculty of Applied Science, Engineering & Technology. Department of Electrical & Electronic Engineering**

- > B.Sc. in Television Technology & Production
- > B. Sc (Hons) Electrical Systems.

### **ASET: Faculty of Applied Science, Engineering & Technology Department of Mechanical & Automobile Engineering**

- > Higher Certificate in Precision Engineering
- > B.Eng in Agricultural Engineering.

### **The following Special Purpose Awards were approved:**

- > Certificate in Knitted Textiles
- > Certificate in Digital Manufacturing and Innovation
- > Certificate in Business & Personal Development
- > Certificate in Low Energy Building Construction.

### **Annual School Reports 2013/2014**

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

- > ASET Faculty: Faculty of Applied Science, Engineering & Technology.
- > School of Business & Humanities
- > School of Art & Design.

### **Annual Reports 2013/14**

The following Annual Reports were presented to Academic Council;

- > Chaplaincy Service Annual Reports (Moylish Park Campus and Thurles Campus)
- > Learning Support Unit Annual Report
- > Student Medical Unit Report
- > Student Counselling Service Report
- > Careers Service
- > Access Service Annual Report.

### **External Examiner Nominations 2014/2015**

External Examiner Nominations for 2014/15 were received and reviewed from the following School/Departments:

- > Faculty of Business & Humanities – Dept. of Applied Social Sciences
- > Faculty of Business & Humanities – Dept. of Business
- > Faculty of Business & Humanities – Dept. of Sport & Finance
- > Faculty of Business & Humanities – Dept. of Food & Tourism
- > Faculty of Business & Humanities – Dept. of Flexible Learning

- > ASET: Department of Applied Science
- > ASET: Department of Electrical & Electronic Engineering
- ASET: Department of Mechanical & Automobile Engineering
- > ASET: Department of the Built Environment
- > ASET: Department of Information Technology
- > School of Art & Design.

### **Research**

- > 20 new Applications for Admission to the Postgraduate Register were approved
- > 2 Students Transferred to the Doctoral Register.

### **Quality Assurance Handbook – LIT Quality Assurance Policy & Procedures**

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

### **Volume 3 Academic Policies & Procedures:**

- > Academic Council Regulations & Procedures for Taught Programmes 2015/16 Part 1 and 2 (ACRP)
- > Student Charter (Approved by Academic Council 5th December 2014)
- > External Examiners Policy & Procedures January 2014- September 2017 reviewed and updated by Academic Council in December 2014.
- > LIT Research Degree Programme Regulations was approved by Academic Council in March 2015
- > LIT Research Ethics Policy was approved by Academic Council in May 2015.

### **Volume 7 Learning Resources & Student Support**

- > Student Health Centre: LIT Alcohol Policy (Approved by AC 5th December 2014).

### **Examination Results**

Academic Council approved the Examination Process and recommended ratification of the Autumn 2014 and Summer 2015 Results by Governing Body.

### **Joint Meeting of Academic Council and Governing Body**

A joint meeting of Academic Council and Governing Body was held on 12th May, 2015. The aim was to explore themes of strategic importance.

### **Federated Limerick Graduate School**

An overarching MOU was signed and agreed with UL. UL will accredit LIT Level 10 awards going forward.



## 3.3.1 LIST OF FULL-TIME & CRAFT APPRENTICE PROGRAMMES

### **School Of Art and Design**

Higher Certificate in Arts Fine Art and Design  
Higher Certificate in Arts Fashion, Knitwear and Textiles  
Bachelor of Arts (Honours) Art & Design  
Bachelor of Arts (Honours) Fine Art in Photography & Lens Based Media  
Bachelor of Arts (Honours) Fine Art in Painting  
Bachelor of Arts (Honours) Fine Art Printmaking & Contemporary Practice  
Bachelor of Arts (Honours) Fine Art Sculpture & Combined Media  
Bachelor of Arts (Honours) Design in Ceramics  
Bachelor of Arts (Honours) Design in Fashion  
Bachelor of Arts (Honours) Design in Animation & Motion Design  
Bachelor of Arts (Honours) Design in Visual Communications  
Bachelor of Arts (Honours) Fashion Knitwear & Textiles  
Professional Master of Education in Art and Design with Digital Media  
Master of Arts  
Master of Arts Art and Design Social Practice and the Creative Environment  
Master of Arts Art & Design Education  
Doctor of Arts in Art.

### **School of Business and Humanities**

#### **Department of Business Management**

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

#### **Department of Finance and Professional Studies**

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

### **Department of Humanities**

Higher Certificate in Arts Culinary Arts  
Higher Certificate in Arts Hospitality Studies  
Bachelor of Arts Hospitality Supervision  
Bachelor of Arts Culinary Arts  
Bachelor of Arts (Honours) Social Care Work  
Master of Arts Humanities  
Master of Arts Social Care Management  
Master of Science Strength and Conditioning.

### **Applied Science, Engineering and Technology**

#### **Department of Applied Science**

Higher Certificate in Science Applied Chemistry  
Higher Certificate in Science Environmental and Analytical Methods  
Bachelor of Science Applied Biology  
Bachelor of Science Chemical Instrumentation and Analysis  
Bachelor of Science Environmental and Analytical Science  
Bachelor of Science Pharmaceutical and Forensic Analysis  
Bachelor of Science (Honours) Bioanalysis and Biotechnology  
Bachelor of Science (Honours) Chemical Instrumentation and Analysis  
Bachelor of Science (Honours) Drug and Medicinal Product Analysis  
Bachelor of Science (Honours) Environmental & Analytical Science  
Bachelor of Science (Honours) Pharmaceutical and Forensic Analysis  
Master of Science  
Doctor of Philosophy.

#### **Department of Electrical and Electronic Engineering**

Higher Certificate in Science Video and Sound Technology  
Higher Certificate in Engineering Electrical Installation Practice  
Bachelor of Science Music Technology and Production  
Bachelor of Science Renewable & Electrical Energy Systems  
Bachelor of Engineering Industrial Electrical Engineering  
Bachelor of Engineering Industrial Automation & Robotic Systems  
Bachelor of Engineering Electronic Engineering  
Bachelor of Science Video and Sound Technology  
Bachelor of Science (Honours) Audio and Video Production  
Bachelor of Science (Honours) Electronic Systems  
Bachelor of Science (Honours) Music Production  
Bachelor of Science (Honours) Sustainable Electrical Power Systems  
Master of Engineering  
Doctor of Engineering.

### **Department of Mechanical & Automobile Engineering**

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

### **Department of Information Technology**

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

### **Department of the Built Environment**

Higher Certificate in Science Property Valuation and Management  
Higher Certificate in Science Sustainable Building & Renewable Energy  
Higher Certificate in Engineering Civil and Environmental Engineering  
Higher Certificate in Science Construction  
Higher Certificate in Science Construction Practice  
Bachelor of Engineering Civil Engineering  
Bachelor of Science Construction Health and Safety  
Bachelor of Arts Interior Design and Technology  
Bachelor of Science Sustainable Building & Renewable Energy  
Bachelor of Science Construction Site Management

Bachelor of Science (Honours) Building Surveying  
Bachelor of Science (Honours) Construction Management  
Bachelor of Science (Honours) Civil Engineering Management  
Bachelor of Science (Honours) Property Valuation & Management  
Bachelor of Science (Honours) Quantity Surveying  
Bachelor of Science (Honours) Energy Management  
Master of Science  
Master of Science Quantity Surveying.

### **LIT Tipperary School**

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

### **Craft Apprenticeships**

Electrician  
Fitter  
Motor Mechanic  
Carpenter/Joiner.



### 3.3.2 LIST OF FLEXIBLE LEARNING PROGRAMMES

#### LIST OF LIT FLEXIBLE LEARNING COURSES OFFERED – 2014-2015 (LIMERICK CAMPUSES)

##### **School Of Art and Design**

Portfolio Preparation (LIT Certificate of Attendance)  
Advanced Portfolio Preparation (LIT Certificate of Attendance)  
Creative Photography (LIT Certificate of Attendance)  
Introduction to Animation (LIT Certificate of Attendance)  
Sewing Skills 1 (LIT Certificate of Attendance)  
Knitted Textiles (Level 6, Certificate, Special Purpose Award)  
Painting Skills & Techniques (LIT Certificate of Attendance)  
Fashion Design Summer Course (LIT Certificate of Attendance)  
Portfolio Preparation Summer Course  
(LIT Certificate of Attendance)  
Introduction to Animation Summer Course  
(LIT Certificate of Attendance)  
Textiles Summer Course (LIT Certificate of Attendance)  
Summer Art Workshops for Kids.

##### **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 (Level 9)  
Higher Diploma in Business Management (Level 8).

##### **Department of Social Studies**

Working Positively with Behaviours that Challenge  
(Level 9, Certificate – Special Purpose Award)  
Leadership and Advocacy (LIT Certificate of Attendance).

##### **Department of the Built Environment**

Building CAD with Revit Architecture  
(Level 6, Certificate, Special Purpose Award)  
Construction Project Management  
(Level 6, Certificate, Special Purpose Award)  
Commercial Management Skills – Built Environment  
(Level 6, Certificate, Special Purpose Award)  
Research Skills – Built Environment  
(Level 6, Certificate, Special Purpose Award)  
Communication Skills – Built Environment  
(Level 6, Certificate, Special Purpose Award)  
Commercial IT Skills – Built Environment  
(Level 6, Certificate, Special Purpose Award)  
Introduction to the conservation of the Built Environment  
(LIT Certificate of Attendance)

Engineering Asset Management  
(Level 6, Certificate, Special Purpose Award)  
Geographical Information Systems  
(Level 6, Certificate, Special Purpose Award).

##### **Department of Electrical & Electronic Engineering**

Electrical Systems for Mechanical Personnel  
(LIT Certificate of Attendance)  
Adobe Photoshop CS5 Foundation Level  
(LIT Certificate of Attendance)  
Bachelor of Engineering in Manufacturing Technology (Level 7).

##### **Modules 2014-2015**

Energy Efficiency in Industry  
Manufacturing Systems  
Web Application Development  
Electrical Machines  
Programmable Logic Controller Systems (PLCs)  
Computer Systems  
Project Management  
Industrial Maintenance Systems  
Computer Aided Design  
Distributed Electrical Systems  
Database Application Development  
Computer Networks  
Advanced Programmable Logic Controller Systems (PLCs)  
HMI and SCADA  
Industrial Project.

Bachelor of Engineering in Electrical Technology (Level 7)

##### **Modules 2014-2015**

Energy Efficiency in Industry  
Electrical Machines  
Programmable Logic Controller Systems (PLCs)  
Computer Systems  
Electrical Planning & Layout  
Electrical Testing and Certification  
Project Management  
Industrial Maintenance Systems  
Computer Aided Design  
Distributed Electrical Systems  
Computer Networks  
Advanced Programmable Logic Controller Systems (PLCs)  
HMI and SCADA  
Electrical Project.

### **Department of Mechanical & Automobile Engineering**

Aviation (Level 6, Certificate, Special Purpose Award)  
Arc Gas & MIG Welding (LIT Certificate of Attendance)  
Stainless Steel Welding (ASME No. 9)  
Certificate in Transport Safety Management (Level 6, Certificate – Special Purpose Award)  
Plant Hydraulics & Pneumatics (City & Guilds)  
CNC Machining (City & Guilds)  
CAD Parametric Modelling with Solidworks (City & Guilds)  
2D Computer Aided Design (City & Guilds)  
Computer Aided Manufacturing (City & Guilds)  
Technician Certificate Awards in Mechanical, Electrical & Electronic Engineering Theory (City & Guilds)  
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 (City & Guilds)  
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 (City & Guilds)  
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**

Web Design and Development Fundamentals (LIT Certificate of Attendance)  
CISCO Certified Network Associate (CCNA)  
Microsoft MOS Certification  
Mobile Application Development (LIT Certificate of Attendance)  
Programming for Beginners (LIT Certificate of Attendance)  
Higher Diploma in Computing in Creative Multimedia Programming (Level 8) (ICT Skills)  
Higher Diploma in Computing in Software Development (Level 8) (ICT Skills).

### **Department of Applied Science**

Diploma in Quality Management Part 1 (EIQA)  
Diploma in Quality Management Part 2 (EIQA)  
Introduction to Occupational Health & Safety (NISO)  
Nutrition and diet (LIT Certificate of Attendance)  
Essential Food Safety and Hygiene Skills (Level 1) for general food workers  
Certificate in Biopharmaceuticals (Level 6, Certificate – Special Purpose Award) (Springboard).

### **LIST OF LIT FLEXIBLE LEARNING COURSES OFFERED – 2014-2015 (Tipperary Campuses)**

#### **Department of Sports and Finance**

Foundation Certificate in Financial Management (ACCA)  
Foundation Certificate in Taxation (ACCA)  
Foundations in Accountancy (ACCA)  
Certified Accounting Technician (CAT) (ACCA)  
Diversity through Sport (Level 6, Certificate – Special Purpose Award).

#### **Department of Social Studies**

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, Diploma - Special Purpose Award)  
Addiction Studies (Level 6, Certificate – Special Purpose Award)  
Leadership and Advocacy (LIT Certificate of Attendance)  
Leadership and Management in Education (Level 7, Special Purpose Award).

#### **Department of 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) (Springboard)  
Diploma in Quality Management Part 1 (EIQA Diploma)  
Diploma in Quality Management Part 2 (EIQA Diploma)  
Introduction to Occupational Health & Safety (NISO)  
Digital Manufacturing and Innovation (Level 6, Certificate – Special Purpose Award)  
Low Energy Buildings (Level 6, Certificate – Special Purpose Award).



## 3.4 EXTERNAL EXAMINERS

### COURSES IN THE SCHOOL OF ART & DESIGN

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

Mr. Scott Myles  
Mr. Christopher Wallis

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

Mr. Mick McGraw  
Mr. Christopher Wallis

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

Ms. Anna MacLeod  
Mr. Christopher Wallis

**Bachelor of Arts (Hons) in Visual Communications**

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. Barbara Baum  
Ms. Ann Geaney

**Higher Diploma in Art for Art & Design Teachers**

Prof. Glen Coutts

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

Ms. Claudia Eipeldaver

**Master of Arts in Art & Design Education**

Mr. Huib Fens

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

Ms. Stacey Grant Canham

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

Ms. Louise O'Boyle

**Bachelor of Science (Honours) in Digital Animation Production**

Ms. Nollaig Crombie  
Ms. Deborah Joan Long

**Bachelor of Science (Honours) in IT in Creative Multimedia**

Ms. Nollaig Crombie  
Ms. Deborah Joan Long

**BA (Hons) in Fine Art in Photography & Lens Based Media**

Ms. Valerie O'Connor

**BA in Design in Animation & Motion Graphics**

Ms. Nollaig Crombie  
Ms. Deborah Joan Long

**BA in Fashion Knitwear & Textiles**

Ms. Sarah Dallas

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

Dr. Kevin Lu

### COURSES IN THE FACULTY OF BUSINESS & HUMANITIES

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#### DEPARTMENT OF BUSINESS

**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**

Ms. Brigid Delamere

**Bachelor of Business in Marketing & Management**

Mr. Adrian Payne

**Bachelor of Business in Marketing & Management - French**

Ms. Brigid Delamere

**Bachelor of Business (Honours) in Marketing & Management**

Ms. Linda Reidy  
Ms. Allison Kenneally

**Bachelor of Business (Honours) in Marketing & Management  
- French**

Ms. Brigid Delamere

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

Mr. Walaa-Eldeen Bakry  
Mr. Gary Reynolds  
Ms. Allison Kenneally  
Ms. Linda Reidy  
Mr. Adrian Payne  
Mr. James Kearns

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

Ms. Brigid Delamere

**Master of Business in Marketing & Management Strategy**

Mr. James Kearns

**Higher Diploma in Business**

Ms. Patricia Medcalf

**Bachelor of Business (Hons) in Entrepreneurship**

Mr. Gary Reynolds  
Mr. James Kerns

**Bachelor of Business**

Mr. Cathal Kearney  
Ms. Orla Feeney  
Mr. Pat O'Connor  
Ms. Deborah Joan Long

**Bachelor of Business / French**

Ms. Mary Kennedy

**Bachelor of Business/ German**

Ms. Eimear Kelly

**Bachelor of Business (Honours)**

Mr. Cathal Kearney  
Ms. Orla Feeney  
Mr. Pat O'Connor  
Ms. Deborah Joan Long

## COURSES IN THE FACULTY OF BUSINESS & HUMANITIES

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### DEPARTMENT OF BUSINESS continued

**Bachelor of Business (Honours) / French**

Ms. Mary Kennedy

**Bachelor of Business (Honours)/ German**

Ms. Eimear Kelly

**Bachelor of Business in Marketing with Languages**

Mr. Cathal Kearney

Ms. Orla Feeney

Mr. Pat O'Connor

Ms. Deborah Joan Long

**Bachelor of Business in Marketing with Languages – French**

Ms. Mary Kennedy

**Bachelor of Business in Marketing**

Ms. Deborah Joan Long

**Bachelor of Business (Honours) in Law & Taxation**

Dr. Thomas McCluskey

Mr. Terence Sheridan

Ms. Allison Kenneally

Prof. Shane Kilcommins

Ms. Carmel Buttimer

Ms. Una Woods

**Higher Certificate in Business in Legal Studies & Taxation**

Dr. Thomas McCluskey

Mr. Terence Sheridan

Ms. Allison Kenneally

Prof. Shane Kilcommins

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### DEPARTMENT OF SPORT & FINANCE

**Higher Certificate in Business in Accounting & Finance**

Ms. Carmel Buttimer

Mr. Nathy Walsh

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**

Ms. Carmel Buttimer

Ms. Allison Kenneally

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

Mr. Patrick Fitzgerald

Ms. Carmel Buttimer

Ms. Allison Kenneally

Mr. Patrick Mulcahy

Mr. Nathy Walsh

Prof. Shane Kilcommins

**Bachelor of Business (Hons) in Business  
with Sports Management**

Mr. Terence Sheridan

Mr. Damien Jackson

Mr. Tomas Mangan

Ms. Breda Hickey

Ms. Niamh Foley

**Higher Certificate in Arts in Sports Coaching & Development**

Ms. Ita O'Connell

Mr. Terence Sheridan

Mr. Damien Jackson

**Bachelor of Arts (Honours) in Accounting & Finance**

Ms. Orla Feeney

Mr. Pat O'Connor

Ms. Deborah Joan Long

**Bachelor of Science (Honours) in Sports Strength & Conditioning**

Mr. Gerry Fitzpatrick

Mr. Cathal Kearney

Mr. Pat O'Connor

Ms. Deborah Joan Long

**Bachelor of Science in Sports Strength & Conditioning**

Mr. Gerry Fitzpatrick

Mr. Cathal Kearney

Mr. Pat O'Connor

Ms. Deborah Joan Long

**M.Sc. in Strength & Conditioning**

Dr. Ian Jeffreys



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## DEPARTMENT OF FOOD AND TOURISM

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

Mr. Terence Sheridan  
Ms. Niamh Foley  
Ms. Rosemary Dewhirst  
Ms. Aoife O'Shaughnessy  
Mr. Feargus Dunne  
Mr. Robert McKenna  
Mr. Richard Barnes  
Dr. Tony Johnston

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

Ms. Brigid Delamere

### **Bachelor of Arts (Honours) in Business with Tourism Management**

Mr. Terence Sheridan  
Ms. Niamh Foley  
Ms. Rosemary Dewhirst  
Ms. Aoife O'Shaughnessy  
Mr. Richard Barnes  
Mr. Feargus Dunne  
Mr. Robert McKenna  
Dr. Tony Johnston

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

Ms. Brigid Delamere

### **Higher Certificate in Business Studies in Hotel Front Office Management**

Dr. James Hanrahan  
Mr. Terence Sheridan  
Ms. Aoife O'Shaughnessy  
Mr. Robert McKenna  
Mr. Feargus Dunne  
Mr. Richard Barnes  
Ms. Rosemary Dewhirst

### **Higher Certificate in Business Studies in Front Office Management - French**

Ms. Brigid Delamere

### **Higher Certificate in Arts in Hospitality Studies**

Ms. Aoife O'Shaughnessy  
Mr. Derick Englishby  
Mr. Robert McKenna  
Mr. Richard Barnes  
Ms. Rosemary Dewhirst  
Dr. Tony Johnston

### **Bachelor of Arts in Hospitality Supervision**

Ms. Rosemary Dewhirst  
Dr. Tony Johnston

### **Higher Certificate in Arts in Culinary Arts**

Mr. Derick Englishby  
Mr. Richard Barnes  
Mr. Robert McKenna

### **Bachelor of Arts in Culinary Arts**

Ms. Lorain Walsh  
Mr. Richard Barnes

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## DEPARTMENT OF APPLIED SOCIAL SCIENCE

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

Mr. Oliver Hegarty  
Ms. Roisin Lane  
Ms. Fionnuala Hunter  
Mr. Joseph F. Tierney  
Mr. Sean McEntee  
Ms. Niamh Foley

### **Master of Arts in Social Care Management**

Ms. Sharon Lambley  
Mr. Joseph F. Tierney

### **Bachelor of Arts (Honours) in Social & Community Studies**

Dr. Colm O'Doherty

### **Certificate in Coaching Skills (Special Purpose Award)**

Ms. Mary Little

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

Dr. Carina Ginty

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## DEPARTMENT OF FLEXIBLE LEARNING

### **Certificate in Marketing & German (Special Purpose Award)**

Ms. Eimear Kelly

### **Certificate in Adlerian Counselling (Special Purpose Award)**

Ms. Karen Molan

### **Certificate in GIS (Special Purpose Award)**

Prof. Richard Moles

### **Certificate in Marketing & French (Special Purpose Award)**

Mr. Cathal Kearney

## COURSES IN THE FACULTY OF APPLIED SCIENCE, ENGINEERING & TECHNOLOGY

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### DEPARTMENT OF THE BUILT ENVIRONMENT

#### **Higher Certificate in Science in Construction**

Mr. James Kilduff  
Mr. John Mitchell

#### **Bachelor of Science in Construction in Site Management**

Mr. James Kilduff  
Mr. John Mitchell

#### **Bachelor of Science in Construction in Health & Safety**

Mr. James Kilduff  
Mr. John Mitchell  
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. John Mitchell

#### **Bachelor of Science in Construction in Health & Safety (3 Year Programme)**

Mr. John Kennedy  
Mr. James Kilduff  
Mr. John Mitchell

#### **Bachelor of Engineering in Civil Engineering (3 Year Programme)**

Dr. Joseph R. Harrington  
Mr. Jim McGuire

#### **Higher Certificate in Science in Construction Practice**

Mr. Peter Clarke  
Mr. Brendan Boyce

#### **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**

Prof. Issaka Emmanuel Ndekugri  
Mr. Tom Enright

#### **Bachelor of Science (Honours) in Property Valuation & Management**

Mr. Mark Adamson  
Dr. Lesley Anne Hemphill

#### **Bachelor of Science (Honours) in Quantity Surveying**

Ms. Gillian Carey  
Mr. Kieran Clohessy

#### **Bachelor of Science (Honours) in Civil Engineering Management**

Prof. Issaka Emmanuel Ndekugri  
Mr. Tom Enright

#### **Bachelor of Science (Honours) in Building Surveying**

Mr. Patrick McSweeney

#### **Bachelor of Science in Sustainable Building & Renewable Energy**

Mr. Desmond Kelly  
Mr. Thomas O'Flynn

#### **Higher Certificate in Science in Sustainable Building & Renewable Energy**

Mr. Thomas O'Flynn  
Mr. Desmond Kelly

#### **Higher Certificate in Science in Property Valuation & Management**

Mr. Mark Adamson  
Dr. Lesley Anne Hemphill

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

Mr. Michael Hogan  
Ms. Gillian Carey

#### **B.Sc. (Hons) in Energy Management (Built Environment)**

Mr. Desmond Kelly  
Mr. Thomas O'Flynn

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## DEPARTMENT OF APPLIED SCIENCE

### **Higher Certificate in Science in Applied Chemistry**

Dr. Sandra Lenihan  
Mr. John O'Keeffe  
Dr. Eric Dalton

### **Higher Certificate in Science in Environmental & Analytical Science**

Dr. Caroline O'Sullivan  
Dr. Padraic Larkin  
Dr. Eric Dalton

### **Bachelor of Science in Environmental & Chemical Analysis**

Dr. Caroline O'Sullivan  
Dr. Padraic Larkin  
Dr. Eric Dalton

### **Bachelor of Science (Honours) in Environmental & Analytical Science**

Dr. Caroline O'Sullivan

### **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  
Dr. Eric Dalton

### **Bachelor of Science in Applied Biology**

Dr. Padraic Larkin  
Dr. Siobhan McClean  
Dr. Eric Dalton

### **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. Eric Dalton

### **Bachelor of Science (Honours) in Pharmaceutical & Forensic Analysis**

Prof. Michael B. Lambert  
Dr. Daniel McSweeney  
Dr. Eric Dalton

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

Dr. Sandra Lenihan  
Dr. Eric Dalton  
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 (Embedded Award)**

Dr. John O'Reilly  
Dr. Ciaran McLaughlin

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

Prof. Richard Moles  
Ms. Ruth Hennessy  
Mr. Declan Feeney  
Ms. Deborah Joan Long

### **Bachelor of Science in Environmental & Natural Resource Management**

Prof. Richard Moles  
Ms. Ruth Hennessy  
Mr. Declan Feeney  
Ms. Deborah Joan Long

### **Higher Certificate in Science in Environmental & Natural Resource Management**

Prof. Richard Moles  
Ms. Ruth Hennessy  
Mr. Declan Feeney  
Ms. Deborah Joan Long

### **Certificate in Science in Biopharmaceuticals (Springboard)**

Dr. Siobhan McClean  
Dr. Padraic Larkin



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## DEPARTMENT OF ELECTRICAL AND ELECTRONIC ENGINEERING

### **Bachelor of Engineering in Electronic Engineering**

Dr. Oliver P. Gough  
Dr. Eamon Hynes

### **Bachelor of Science (Honours) in Electronic Systems**

Dr. Daniel Riordan  
Dr. Michael J. Connelly

### **Bachelor of Engineering in Automation & Control Technology**

Mr. Barry Kennedy  
Dr. Kevin Murphy

### **Bachelor of Engineering in Industrial Automation & Robotic Systems**

Mr. Barry Kennedy  
Dr. Kevin Murphy

### **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 Manufacturing Technology**

Mr. Michael Kenny

### **Bachelor of Science in Renewable & Electrical Energy Systems**

Mr. Mr. John Doran  
Dr. Patrick Hartigan

### **Bachelor of Science in Music Technology & Production**

Mr. Robert O'Connor  
Mr. Philip Manzor

### **Bachelor of Science (Honours) in Sustainable Energy Management**

Mr. John Doran  
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

### **Higher Certificate in Electrical Installation Practice**

Dr. Patrick Hartigan  
Mr. John Doran

### **Bachelor of Engineering in Industrial Electrical Engineering**

Dr. Patrick Hartigan  
Mr. John Doran

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## DEPARTMENT OF MECHANICAL AND AUTOMOBILE ENGINEERING

### **Higher Certificate in Engineering in Automobile Technology**

Mr. Mark Moran  
Mr. Dermot O'Reilly

### **Higher Certificate in Engineering in Mechanical & Manufacturing Engineering**

Mr. Mark Vesligaj  
Dr. Olivia McDermott

### **Higher Certificate in Engineering in Agricultural Mechanisation**

Mr. Alfred Cox  
Mr. Jim Breen

### **Bachelor of Engineering in Mechanical Engineering**

Mr. Mark Vesligaj  
Dr. Olivia McDermott

### **Bachelor of Engineering in Road Transport Technology & Management**

Mr. Dermot O'Reilly  
Mr. Timothy J. Hayes

### **Bachelor of Engineering in Mechanical Engineering (Facilities)**

Mr. Michael O'Flaherty  
Mr. Paul McGibney

### **Bachelor of Science (Hons) in Process & Engineering Management**

Dr. Michael Quinlan  
Dr. Paul Liston

### **Bachelor of Engineering in Precision Engineering**

Mr. Kevin Lynch

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## 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

### **Bachelor of Science (Honours) in Software Development**

Dr. Brian Keegan  
Mr. Tom Nolan  
Mr. Brian Gillespie  
Mr. Mark Deegan  
Mr. Keith McManus  
Mr. Liam Hourihane

### **Bachelor of Science (Honours) in Multimedia Computing with Design**

Dr. Brian Nolan  
Mr. Trevor Hogan  
Mr. Tom Nolan  
Mr. Mark Deegan  
Mr. Nigel McKelvey  
Mr. Keith McManus  
Mr. Liam Hourihane  
Mr. Brian Gillespie

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

Mr. Tom Nolan  
Mr. Keith McManus  
Mr. Liam Hourihane  
Dr. Oisín Cawley  
Mr. Mark Deegan

### **Bachelor of Arts in eBusiness Management Systems**

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

### **M.Sc. in Computing**

Mr. Tom Nolan  
Mr. Mark Deegan

### **Bachelor of Business (Honours) in Business Management Systems**

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

### **Bachelor of Science in Internet Systems Development**

Dr. Brian Keegan  
Dr. Brian Nolan  
Mr. Liam Hourihane  
Mr. Nigel McKelvey  
Mr. Keith McManus  
Mr. Brian Gillespie  
Mr. Tom Nolan

### **Bachelor of Science (Honours) in Internet Systems Development**

Dr. Brian Keegan  
Dr. Brian Nolan  
Mr. Keith McManus  
Mr. Mark Deegan  
Mr. Nigel McKelvey

### **Higher Diploma in Creative Multimedia Programming**

Mr. Trevor Hogan  
Dr. Brian Nolan

### **Higher Diploma in Software Development**

Dr. Brian Keegan  
Dr. Brian Nolan

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

Dr. Brian Keegan  
Mr. Mark Deegan  
Mr. Tom Nolan  
Mr. Nigel McKelvey  
Dr. Brian Nolan  
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

### **Bachelor of Science in Computing**

Mr. Derek O'Reilly  
Mr. Cathal Kearney  
Ms. Deborah Joan Long

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

Mr. Derek O'Reilly  
Mr. Cathal Kearney  
Mr. John Dempsey  
Ms. Deborah Joan Long

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

Mr. John Dempsey  
Ms. Deborah Joan Long

### **Bachelor of Science in Computer Services Management**

Mr. Derek O'Reilly  
Mr. Cathal Kearney  
Mr. John Dempsey  
Ms. Deborah Joan Long  
Mr. Henry McGarvey

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

Mr. Derek O'Reilly  
Mr. Cathal Kearney  
Dr. Fredrick Japhet Mtenzi  
Ms. Deborah Joan Long

## 3.5 STUDENT NUMBERS ANALYSIS

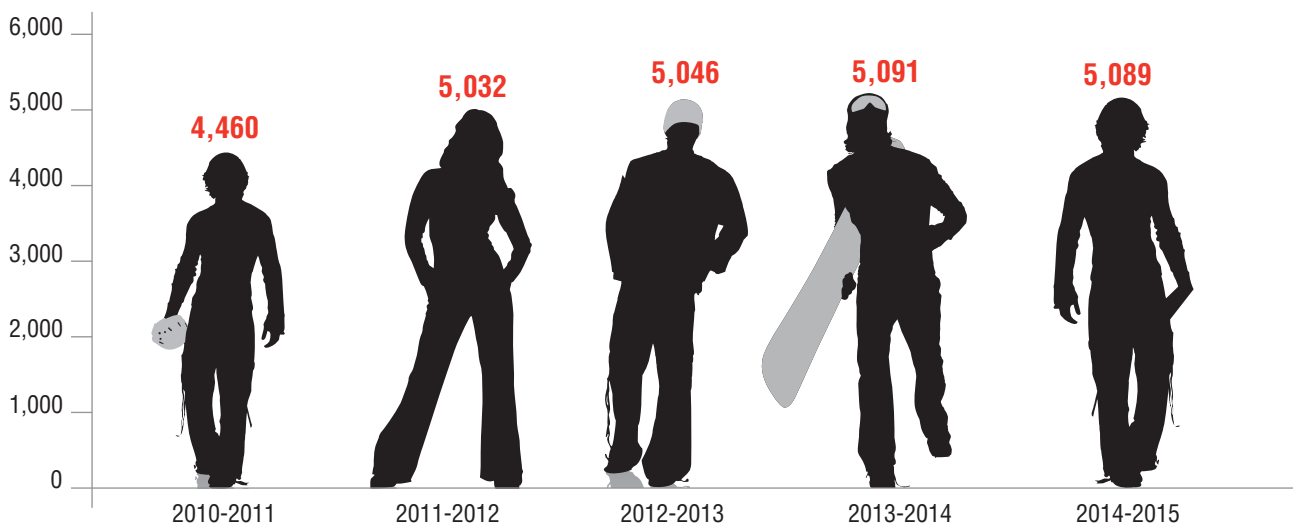
One of the key objectives outlined in LIT's Compact with the HEA in respect of student supports was to improve first year and overall progressions rates year on year within LIT from:

- The 2011/12 baseline percentage: (i) 75.46% first year completion rate, and (ii) 83.78% overall completion rate to
- The 2016 approved target of: (i) 80.25% first year completion rate, and (ii) 84.35% overall completion rate.

The 2014/15 completion statistics highlight the on-going progress made to realise the 2016 approved target, with a completion rate of 78.60% for first years and 81.81% overall completion rate achieved in the 2014/15 academic year (see also Appendix 1).

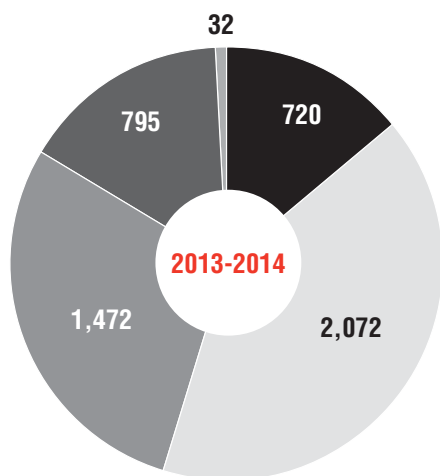
Such ongoing progress has been achieved through targeted interventions including: the provision of learning supports; student attendance monitoring; the greater usage of continuous assessment of students during their academic year, particularly of first year students; and the ongoing review of independent measures of student engagement (the annual Irish Survey of Student Engagement) as assessed by indices of student-staff interactions, enriching educational experiences, and the provision of a supportive learning environment in LIT.

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



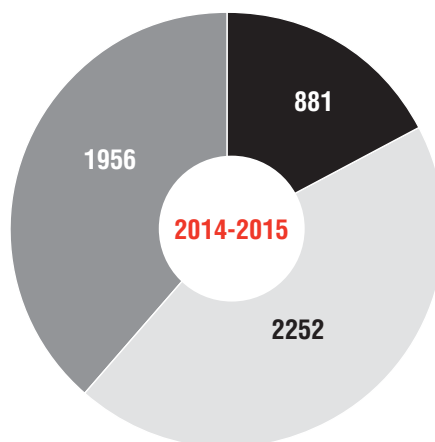


## STUDENTS REGISTERED ON FULL-TIME THIRD LEVEL PROGRAMMES BY YEAR. PROGRESSION OF GROWTH OVER 2 YEARS.



### 2013-2014

School of Art and Design	720
Faculty of ASET	2,072
School of Business and Humanities	1,472
LIT Tipperary School	795
International Office	32



### 2014-2015

School of Art and Design	881
Faculty of ASET	2,252
Faculty of Business and Humanities	1,956

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

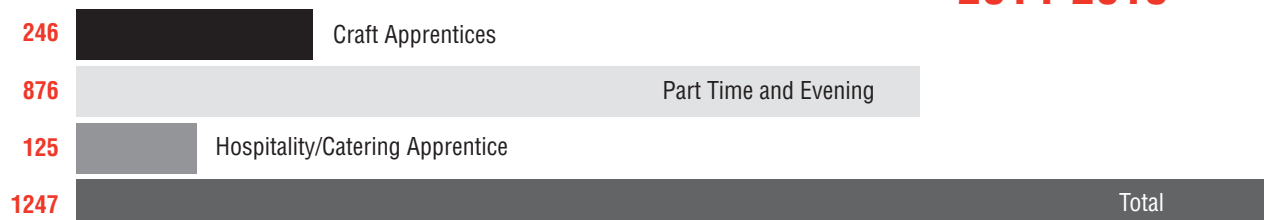


### 3.5.3 STUDENTS REGISTERED ON PART-TIME PROGRAMMES/FULL-TIME CRAFT APPRENTICES BY YEAR

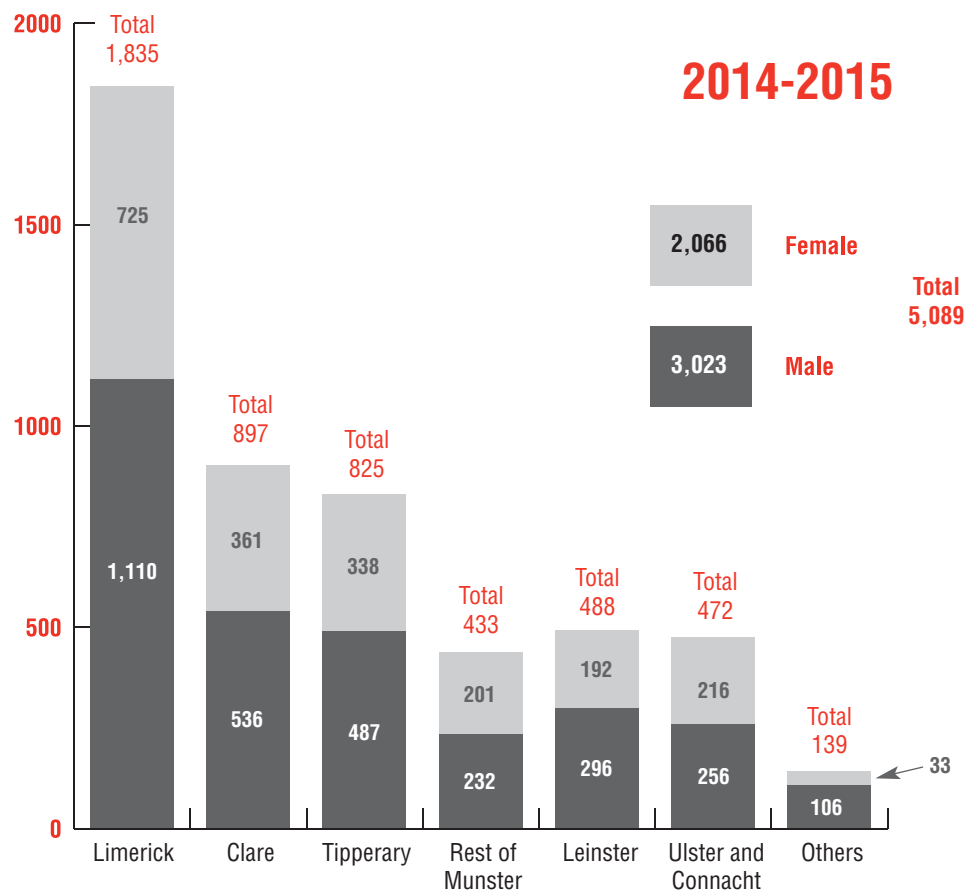
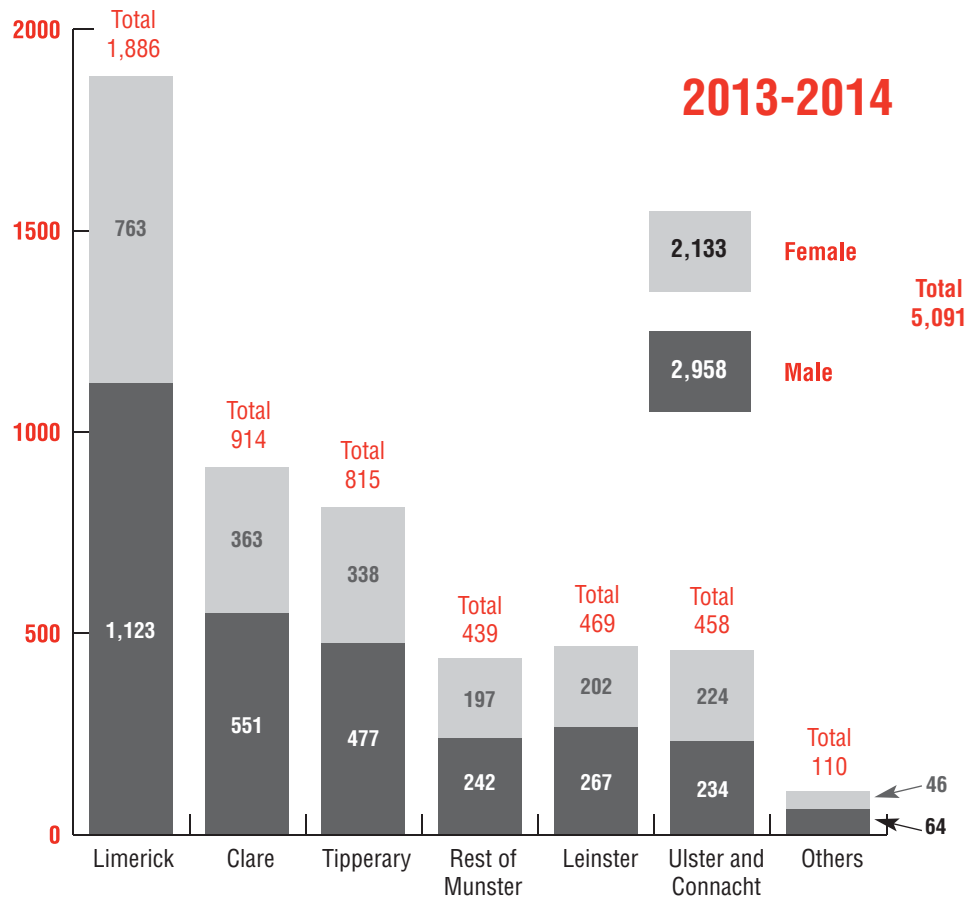
**2013-2014**



**2014-2015**

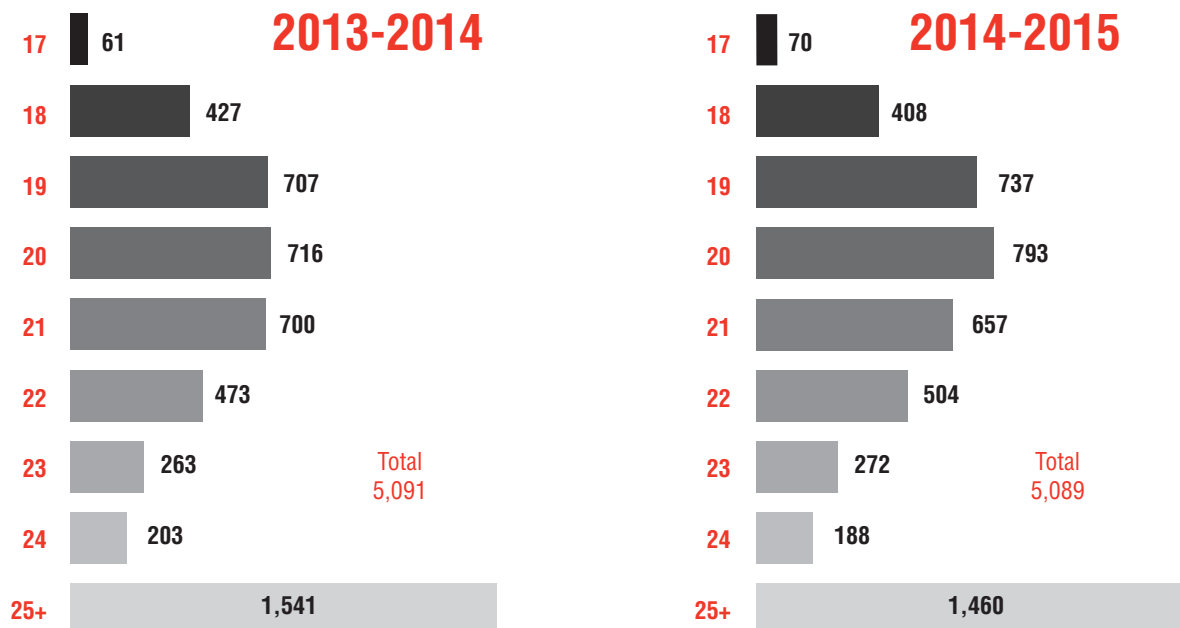


### 3.5.4 DOMICILIARY ORIGIN AND GENDER OF FULL-TIME STUDENTS

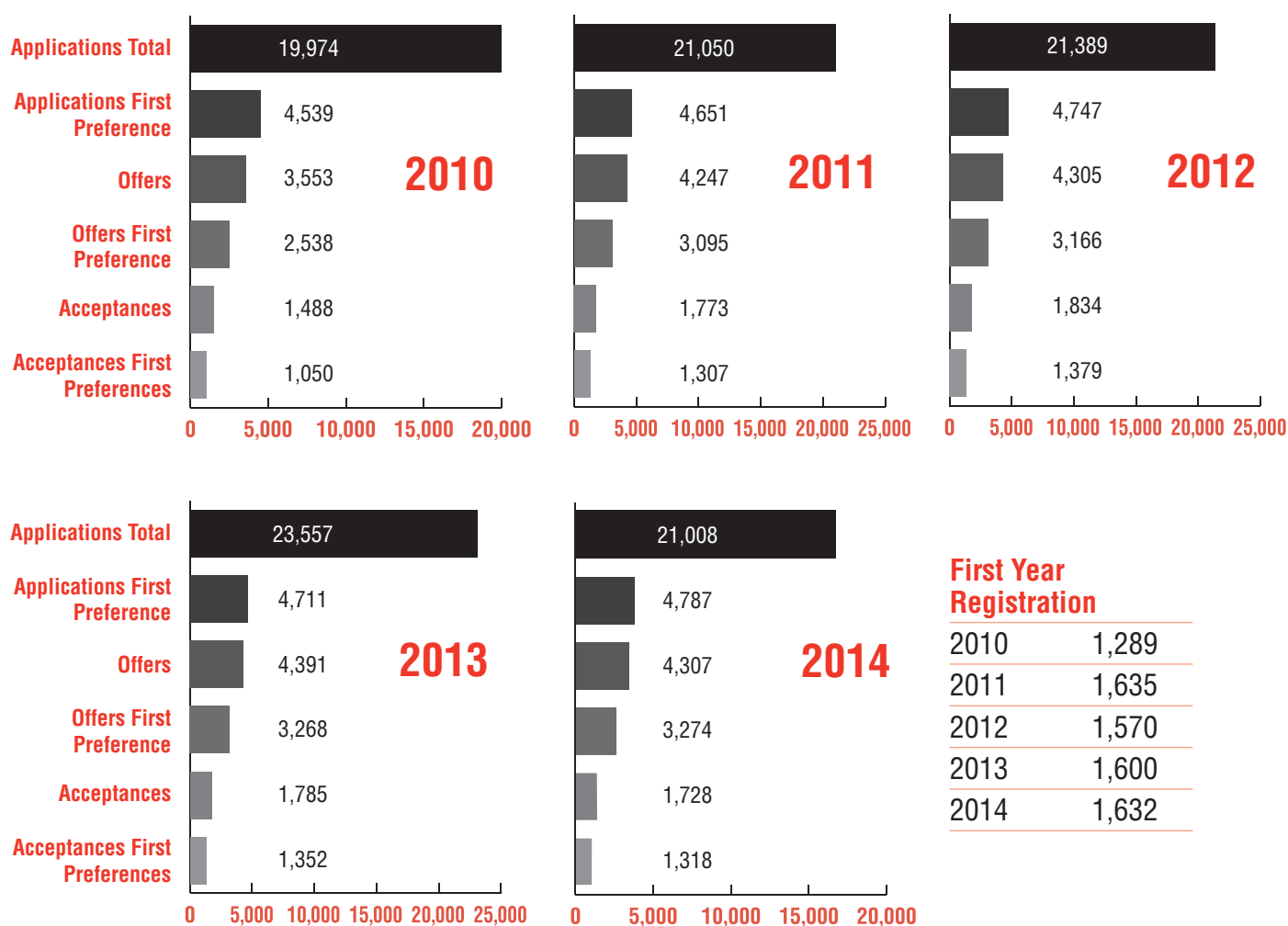




### 3.5.5 AGE PROFILE OF FULL-TIME STUDENTS

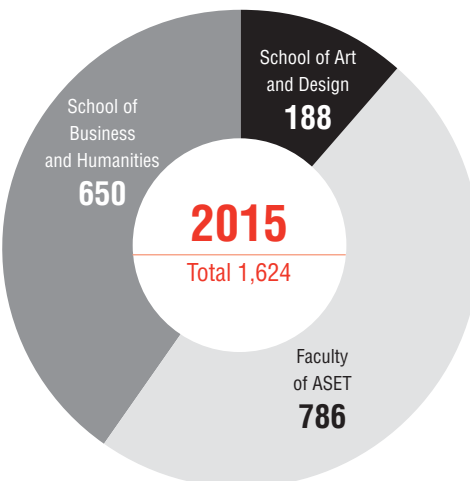
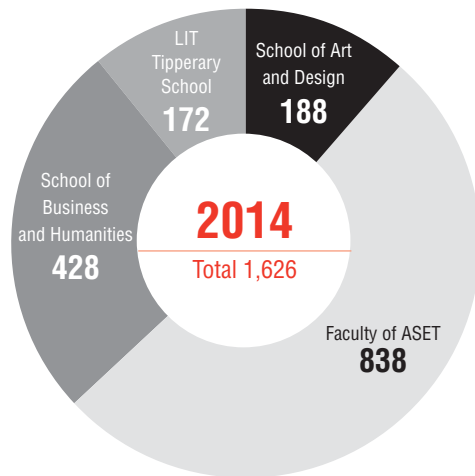
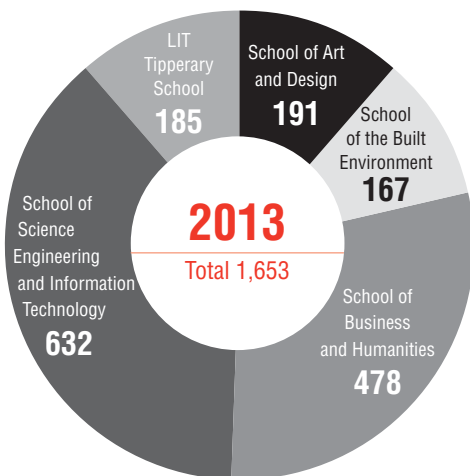
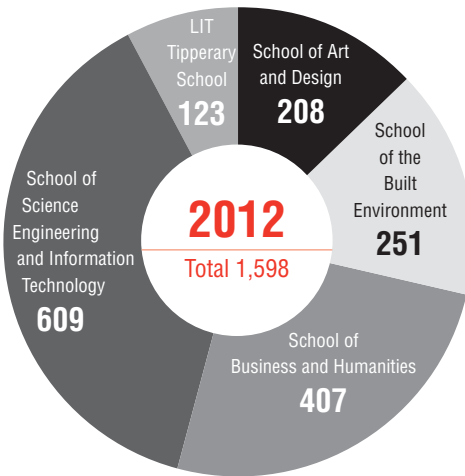
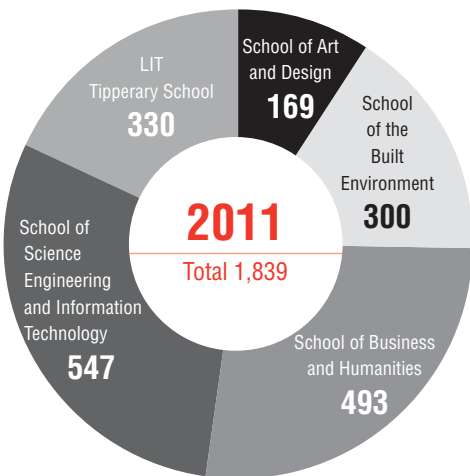


### 3.5.6 APPLICATIONS, OFFERS & ACCEPTANCES – FULL TIME THIRD LEVEL

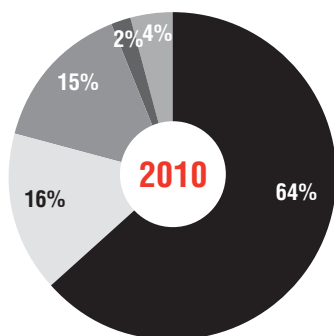


### 3.5.7 GRADUATES

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

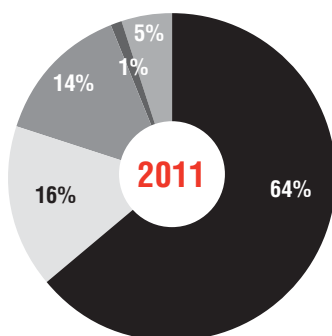


### 3.5.8 FIRST DESTINATION OF GRADUATES



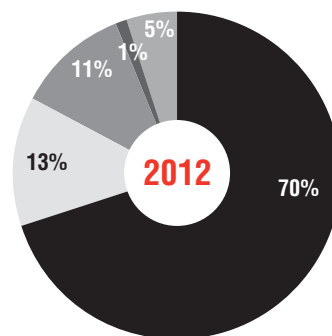
#### 2010

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



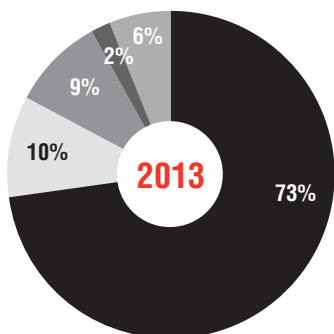
#### 2011

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



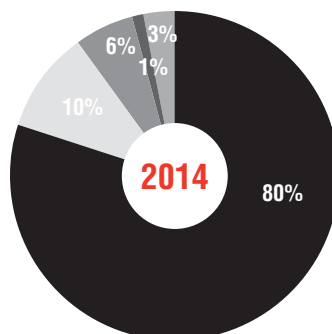
#### 2012

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%



#### 2014

In Employment	80%
In Further Study or Training	6%
Seeking Employment	10%
Not available for Employment or Study	1%
Unpaid/Employment/Volunteering	3%



## 3.6 SPECIAL MERIT AWARDS

### DEPARTMENT OF THE BUILT ENVIRONMENT

#### THE C.I.O.B. AWARD

For excellence on the B.Sc. in Construction in Site Management  
Awarded to: Sean Bourke

#### THE ROADSTONE WOOD GROUP AWARD

For excellence on the B.Sc. in Sustainable Building and Renewable Energy  
Awarded to: Colm O' Mahony

#### THE C.I.O.B. AWARD

For excellence on the B.Sc. (Honours) in Civil Engineering Management  
Awarded to: Daniel O' Halloran

#### THE C.I.O.B. AWARD

For excellence in the Dissertation on the B.Sc. (Honours) in Civil Engineering Management  
Awarded to: Eddie Joy

#### THE AECOM AWARD

For excellence on the B.Sc. (Honours) in Quantity Surveying  
Awarded to: Michael O' Malley

#### THE BRUCE SHAW PARTNERSHIP AWARD

For excellence in the Dissertation on the B.Sc. (Honours) in Quantity Surveying  
Awarded to: Michael O' Malley

#### THE SOCIETY OF CHARTERED SURVEYORS

**IRELAND (SCSI) AWARD** (Sponsored by the Irish Examiner)  
For excellence on the B.Sc. (Honours) in Property Valuation and Management  
Awarded to: Emmet Finnegan

#### THE CONSTRUCTION INDUSTRY FEDERATION (CIF) AWARD

For excellence on the B.Sc. (Honours) in Construction Management  
Awarded to: Darragh Nunan

#### THE C.I.O.B. AWARD

For excellence in the Dissertation on the B.Sc. (Honours) in Construction Management  
Awarded to: Darragh Nunan

#### THE ALLIED IRISH BANKS AWARD

For excellence on the B.Sc. (Honours) in Energy Management  
Awarded to: Gavin Sheehan

#### THE PUNCH CONSULTING ENGINEERS AWARD

For excellence on the B. Eng. in Civil Engineering  
Awarded to: Andrew Scannell

#### THE AIDAN FEENEY PERPETUAL AWARD

For excellence in the subject "Highways" on the B. Eng in Civil Engineering  
Awarded to: Andrew Scannell

#### THE ROGERSON REDDAN & ASSOCIATES AWARD

For excellence on the MSc. In Quantity Surveying  
Awarded to: Thomas Dillon

### DEPARTMENT OF MECHANICAL AND AUTOMOBILE ENGINEERING

#### THE FARM TRACTOR MACHINERY TRADE ASSOCIATION AWARD

For excellence on the Higher Certificate in Engineering in Agricultural Mechanisation  
Awarded to: Declan Carty

#### KOSTAL AWARD

For Excellence on the Bachelor of Engineering in Mechanical Engineering  
Awarded to: Mahesh Nepal

#### MTECH AWARD

For Excellence on the Bachelor of Engineering (Honours) in Facilities Engineering  
Awarded to: Paul Meenaghan

#### STL LOGISTICS AWARD

For Excellence on the Bachelor of Engineering in road transport Technology & Management  
Awarded to: James Hicks

#### THE MODULAR AUTOMATION AWARD

For Excellence on the B.Sc. (Honours) in Process and Engineering Management  
Awarded to: Damien O'Sullivan

### DEPARTMENT OF APPLIED SCIENCE

#### SEROSEP LIMITED AWARD

For excellence on the Bachelor of Science in Environmental and Analytical Science  
Awarded to: Nwankwo Chukuma

#### BECKMAN COULTER BIOMEDICAL IRELAND AWARD

For excellence on the Bachelor of Science in Applied Biology  
Awarded to: Lisa Breen

#### LENNOX LABORATORIES AWARD

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

#### THE THOMAS CARROLL PERPETUAL AWARD

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

#### ALLIED IRISH BANKS AWARD

For excellence on the Bachelor of Science (Honours) in Drug and Medicinal Product Analysis  
Awarded to: Liona Carroll Crowley

#### ROCHE IRELAND LIMITED AWARD

For overall outstanding excellence in Science  
Awarded to: Ellen DeCoursey

## DEPARTMENT OF INFORMATION TECHNOLOGY

### MICROSOFT AWARD

For excellence on the Bachelor of Business (Honours) in Business Computing  
Awarded to: Patrick Lane

### FITZPATRICK COMPUTER GROUP AWARD

For Excellence on the Bachelor of Science (Honours) in Multimedia Programming & Design  
Awarded to: Darren Holohan

### DELL AWARD

For Excellence on the Bachelor of Science (Honours) in Computer Networks & Systems Management  
Awarded to: Colin Cumings

### GENERAL MOTORS AWARD

For Excellence on the Bachelor of Science (Honours) in Internet Systems Development  
Awarded to: Sean Lyons

### TECKRO AWARD

For Excellence on the Higher Diploma in Computing in Creative Multimedia Programming  
Awarded to: David Morris

### SAP IRELAND AWARD

For Excellence on the Higher Diploma in Computing in Software Development  
Awarded to: Niall Ryan

## DEPARTMENT OF ELECTRICAL AND ELECTRONIC ENGINEERING

### ANALOG DEVICES B.V AWARD

For excellence on the Bachelor of Engineering in Electronic Engineering  
Awarded to: Shane Nolan

### ANALOG DEVICES B.V AWARD

For excellence on the Bachelor of Science (Honours) in Electronic Systems  
Awarded to: Gerard O'Brien and Andrej Slabov

### MODULAR AUTOMATION AWARD

For excellence on the Bachelor of Engineering in Automation and Control Technology  
Awarded to: Andrew Doherty

### ALLIED IRISH BANKS GREEN INITIATIVE AWARD

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

### DEMENSE AWARD

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

### O'MAHONY'S BOOKSELLERS AWARD

For excellence on the Bachelor of Engineering in Technology in Video and Sound Technology  
Awarded to: Moritz Luttge

### O'MAHONY'S BOOKSELLERS AWARD

For excellence on the Bachelor of Science (Honours) in Audio and Video Production  
Awarded to: Andrew Phayer

### SPIN SOUTH WEST AWARD

For excellence on the Bachelor of Science in Music Technology and Production  
Awarded to: Ronan O'Dea

### RTE LYRIC FM

For excellence on the Bachelor of Science (Honours) in Music Production  
Awarded to: Artem Razumov

### STRYKER ORTHOPAEDICS AWARD

For overall excellence in Engineering  
Awarded to: Niall O'Mahony

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

Bachelor of Science (Honours) in Electronic Systems  
Awarded to: Niall O'Mahony

## DEPARTMENT OF APPLIED SOCIAL SCIENCES

### BROTHERS OF CHARITY SERVICES LIMERICK AWARD

For Overall Excellence on the Bachelor of Arts (Honours) in Applied Social Studies in Social Care  
Awarded to: Georgina O'Driscoll

### SCI AWARD

For Academic Excellence on the Bachelor of Arts (Honours) in Applied Social Studies in Social Care  
Awarded to: Louise Ryan

### REHABCARE AWARD

For Excellence on the Master of Arts in Social Care management  
Awarded to: Tony Dorgan

## DEPARTMENT OF FOOD AND TOURISM

### THE STRAND HOTEL AWARD

For Excellence on the Higher Certificate in Business in Hotel Front Office Management  
Awarded to: Sandra Hall

### THE SAVOY HOTEL AWARD

For Excellence on the Bachelor of Arts (Honours) in Business Studies with Event Management  
Awarded to: Joanne O'Meara

### SHANNON HERITAGE AWARD

For Excellence on the Bachelor of Arts (Honours) in Business Studies with Tourism Management  
Awarded to: Catherine Hanrahan

### FÁILTE IRELAND AWARD

For Excellence on the Higher Certificate in Arts in Culinary Arts  
Awarded to: Jill Holmes

### FÁILTE IRELAND AWARD

For Excellence on the Higher Certificate in Arts in Hospitality Studies  
Awarded to: Nicola McNamara

### IHF AWARD

For Excellence on the Bachelor of Arts in Culinary Arts  
Awarded to: Delphine Duffy

## DEPARTMENT OF SPORT & FINANCE

### **ERNST & YOUNG, CHARTERED ACCOUNTANTS AWARD**

For Excellence on the Bachelor of Business in Accounting & Finance

Awarded to: Deborah Ryan

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

For Excellence in Financial Accounting on the Bachelor of Business in Accounting & Finance

Awarded to: Kelly Dalton

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

For Excellence on the Bachelor of Business (Honours) in Accounting & Finance

Awarded to: Aurelija Brazyte

### **COLLECTOR GENERAL/REVENUE COMMISSIONERS AWARD**

For Excellence in Tax and Law on the Bachelor of Business (Honours) in Accounting & Finance

Awarded to: Agnieszka Bednarz & Yasmin Martin

### **CHARTERED INSTITUTE OF MANAGEMENT ACCOUNTANTS IRELAND AWARD**

For Excellence in Financial Management on the Bachelor of Business (Honours) in Accounting and Finance

Awarded to: Laura McCormack

### **ALLIED IRISH BANKS AWARD**

For Excellence in the Final year project on the bachelor of Arts (Honours) in Business Studies with Sports Management

Awarded to: Padraigh Reale

### **LIMERICK SPORTS PARTNERSHIP AWARD**

For Excellence on the Higher Certificate in Arts in Sports Coaching & Development

Awarded to: Magdalea Konczyk

### **LIMERICK SPORTS PARTNERSHIP AWARD**

For Excellence on the Bachelor of Arts (Honours) in Business Studies with Sports Management

Awarded to: Breda Hogan

## DEPARTMENT OF BUSINESS

### **BDO AWARD**

For Excellence on the Bachelor of Business (Honours) in Law & Taxation

Awarded to: Aoife Brady

### **NORTHERN TRUST AWARD**

For Excellence on the Bachelor of Business in Marketing & Management

Awarded to: Lisa Coughlan

### **SOUTHERN-MARKETING, DESIGN & MEDIA AWARD**

For Excellence on the Bachelor of Business (Honours) in Marketing & Management

Awarded to: Georgiana Toderas

### **HIGH POTENTIAL INTERNATIONAL AWARD**

For Excellence in Consumer Behaviour on the Bachelor of Business (Honours) in Marketing & Management

Awarded to: James Cusack

### **NORTHERN TRUST AWARD**

For Excellence on the Higher Diploma in Business Management

Awarded to: Paul Maher

### **GREAT LIMERICK RUN AWARD**

For Excellence on the Master of Business in Marketing & Management Strategy

Awarded to: Amy Higgins



## LIMERICK SCHOOL OF ART & DESIGN

### DEPARTMENT OF FINE ART

#### THE COLLECTOR GENERAL AWARD PURCHASE PRIZE AWARD

Presented for overall excellence shown during the B.A. (Hons) Degree in Fine Art (Painting).  
Awarded to: Jerry O' Sullivan

#### THE COLLECTOR GENERAL AWARD RUNNER-UP PURCHASE PRIZE AWARD

Presented for excellence shown during the B.A. (Hons) Degree in Fine Art (Painting) (2 awards).  
Awarded to: Christopher Hayes & Irene Robson

#### THE COLLECTOR GENERAL AWARD MERIT PURCHASE AWARD

Presented for excellence shown during the B.A. (Honours) Degree in Fine Art (Painting)  
Awarded to: Brian O'Connor

#### THE COLLECTOR GENERAL AWARD FOR INNOVATION IN PRACTICE

Awarded to: Leigh Francis

#### OONA O'BRIEN KELLY MEMORIAL AWARD

Presented to the student who has accomplished excellence in figurative work.  
Awarded to: Deirdre Caulfield

#### PARALLEL EDITIONS PUBLISHING AWARD

Awarded to: Catherine Cannon

#### LIMERICK PRINTMAKERS BURSARY AWARD

For excellence shown on the B.A. (Hons) in Fine Art (Printmaking & Contemporary Practice)  
Awarded to: Aine Finnegan & Kate McElligott

#### LIMERICK PRINTMAKERS CURATORS AWARD

For excellence shown on the B.A. (Hons) in Fine Art (Printmaking & Contemporary Practice)  
Awarded to: Ellen Egan

#### CORK PRINTMAKERS 12 MONTH BURSARY AWARD

For excellence shown on the B.A. (Hons) in Fine Art (Printmaking & Contemporary Practice)  
Awarded to: Kate O'Shea

#### CORK PRINTMAKERS 6 MONTH BURSARY AWARD

For excellence shown on the B.A. (Hons) in Fine Art (Printmaking & Contemporary Practice)  
Awarded to: Shona Slemon

#### THE NATIONAL SCULPTURE FACTORY ARTIST RESIDENCY GRADUATE AWARD

Awarded to: Martha Llewellyn

#### LIMERICK CITY GALLERY OF ART, SCULPTURE & COMBINED MEDIA GRADUATE SHOW AWARD

Awarded to: Emma Mc Namara

#### Tom Fox Exhibition Award

Awarded to: Edwina Morrissey

## DEPARTMENT OF DESIGN

#### AIB CERAMIC DESIGN AWARD

For Excellence shown on the B.A. (Honours) Degree in Design (Ceramics)  
Awarded to: Zuzana Jezikova

#### DOROTHY STEWART AWARD

For Excellence shown on the B.A. (Honours) Degree in Design (Fashion)  
Awarded to: Igor Brodecki

#### SPECIAL MERIT AWARD IN CREATIVE MULTIMEDIA

For Excellence shown on the B.Sc. (Honours) in Creative Multimedia  
Awarded to: Catherine O'Donnell

## SCHOOL OF LIT TIPPERARY

#### AIB THURLES CAMPUS STUDENT OF THE YEAR AWARD

For Excellence on the Bachelor of Arts (Honours) in Accounting and Finance  
Awarded to: Karen Power

#### TIPPERARY YOUTH SERVICES AWARD

For Excellence on the Bachelor of Arts (Honours) in Social and Community Studies  
Awarded to: Daryl Walsh

#### TIPPERARY ENERGY AGENCY AWARD OR ABP FOODS AWARD

For Excellence on the Bachelor of Science (Honours) in Environmental and Natural Resource Management  
Awarded to: Shaun Russell

#### SPECIAL MERIT AWARD

For Excellence on the Bachelor of Science (Honours) in Sports Strength and Conditioning  
Awarded to: Gavin Butler

#### SPECIAL MERIT AWARD

For Excellence and Best Dissertation on the Master of Science Strength and Conditioning  
Awarded to: John Doody

#### DONAL CROSSE AWARD

For Best Performance in Personal Development First Year Module in the Higher Certificate in Arts in Social and community Studies.  
Awarded to: Ann Lanigan

#### RITA CLOHESSY AWARD

This award is for Outstanding Sporting Achievement during the academic year  
Awarded to: Rachel Ryan

#### TIPPERARY ENERGY AGENCY AWARD

For Best Research Project Performance on the Bachelor of Science (Honours) Environmental and Natural Resource Management  
Awarded to: Kelda Minjon

## 3.7 STUDENT SERVICES

### (A) TEACHING & LEARNING CENTRE- LEARNING SUPPORT UNIT (LSU)

LIT Learning Support Unit (LSU) 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 LSU provides subject specific support for students across the five campuses of LIT. The LSU supports student retention by building confidence, self-esteem and Psychological Capital (PsyCap) in the students.

In 2014/2015, 981 students registered for learning support in the Learning Support Unit. 954 full-time students and 27 apprentice students attended the LSU. 5105 hours of tuition were delivered by 95 tutors. Funding of €10,000 was received from the Fund for Students with Disabilities to support 267 students with difficulty (special needs). 320 (34%) mature students availed of learning support.

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.

The LSU supported the LIT Learner Retention Strategy by providing support workshops to First Year students in Mathematics, Academic Writing and IT Skills. Workshops were also provided throughout the academic year in Study Skills, Exam Techniques, TurnItIn (Plagiarism Software), Academic English, Chemistry, Electronics and Maths. These workshops were well attended and again the feedback from students was consistently positive.

There is ample evidence that the students who receive learning support outperform the general student population. The following results for the current year are based on summer 2015 exam boards.

Only 15 of the 954 students receiving support failed outright.

169 (17%) students received a quality award.

624 (65%) students received a pass or better in their summer exams.

A survey of LSU services was sent to all LSU students and tutors at the end of the academic year 2014/2015. Feedback from students 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. Students and tutors confirmed that the services provided were meeting students' needs.

### (B) CHAPLAINCY

Chaplaincy LIT welcomes students of all religions and of none. The Institute has two chaplains who are based in Limerick and Thurles, Fr. Declan Murray and Fr. Thomas Hearne. 2014-2015 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 LIT Memorial Committee.
- Involvement in various LIT Charity events.
- Available to students and staff as required.
- The Fee Waiver assistance for students is now being processed by the new Fees and Grants Office which was set up in November 2014. This has been of great assistance to the Chaplaincy service. 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, the limited funding provided through the Student Assistance Fund, as well as the general financial difficulties 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. The Chaplaincy also organised mass for the deceased 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. The LIT Memorial committee took on the task of planning for a Public Art Project that would be installed as a memorial to all LIT deceased Staff and Students. There were a number of student deaths throughout the year and the Chaplaincy supported students, staff and the families of the bereaved as best as possible. Other events organised by the Chaplaincy included:
- The Christmas Shoebox appeal and the LIT Christmas Charity Dinner fundraised for 3 charities. There was also fundraising and volunteering for the Pieta House Darkness into Light Walk in May. 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 chaplaincy 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. For our students it's being present with them in their journey of life as a support. 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."

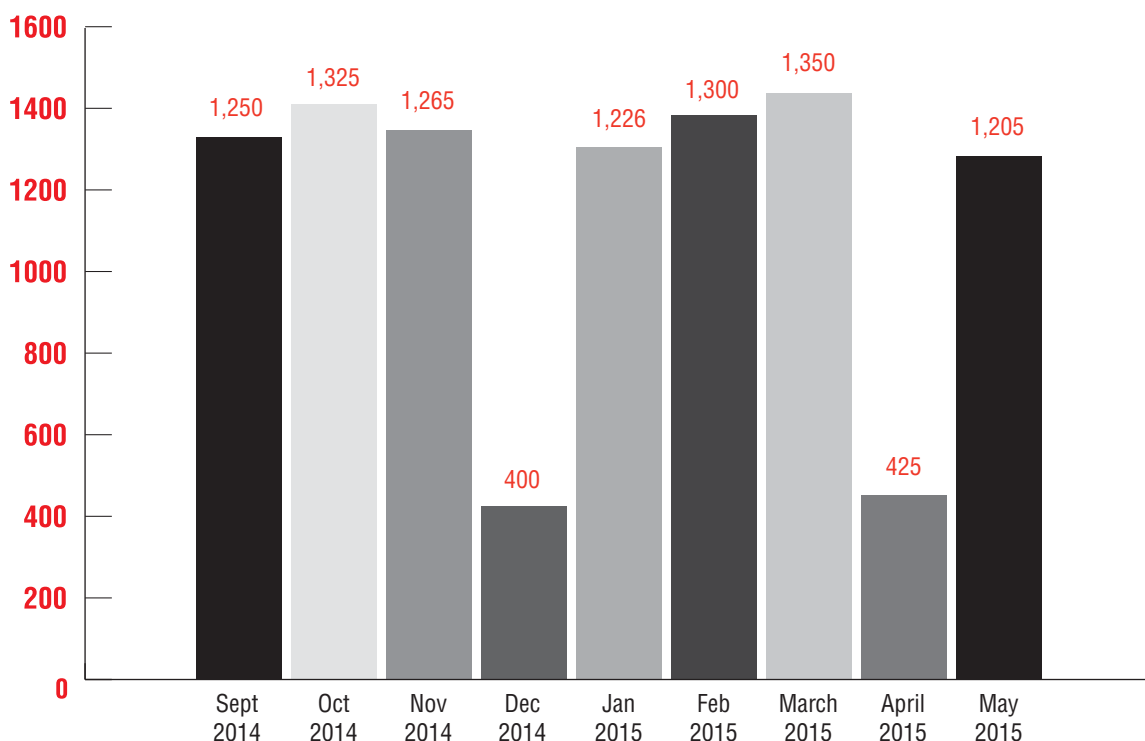
### Functions, activities and responsibilities of the Student Health Unit

- Provide First Aid and emergency medical treatment for sudden illnesses and accidents on the college campus where the nurse is available.
- Offers advice and support to students with specific health needs once the student contacts 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 Student Health Unit.

- Vaccinations.
- Referrals.
- Health education at individual and group level for all campuses.
- Health and Safety.
- Promoting the service available through:
  - Participation in student Induction programme.
  - Induction of new staff to the college.
  - Various health promotion stands in the four campuses.
- Provide assistance at exam and graduation time when required.
- Setting objectives and target planning.
- Meeting attendance.

The number of students who attended for Nursing Service at the Moylish, Clare Street, Thurles and Clonmel Campuses in 2014/2015 is presented in the following graph. These visits can take the form of personal visits to the Health Unit, phone calls and/or e-mails.

### Number of students who contacted the Student Health Unit





## Health promotion

Health Promotion Days took place in the Moylish Campus and the Clare Street Campus in October 2014 and these proved to be extremely well-attended and very satisfying feed-back was received. This year it was decided to do a "Drinks Aware" stand in both campuses in early October. This activity had two functions:

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

The following stands were in attendance for the Health Promotion;

### **Blood pressure and Blood glucose stands;**

Trained personal were available in all four campuses to do these readings and to provide advice and support if there were any irregularities.

### **Healthy snacks /Exam foods;**

A selection of fruit, yogurts and smoothies were given out free of charge to the students to promote healthy eating. Recipes that students had themselves tried and tested were photocopied and handed out.

## Conclusion

The nursing/Medical service aims to provide for the changing needs of the students in our care right throughout the campus.

## (D) COUNSELLING SERVICE

The purpose of the counselling service is 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.

## Counselling Provision 2014-2015

A total of 2299 direct counselling hours were offered to students this year, compared with 1706 hours last year which translates to an additional increase of 593 hours. This reflects a 35% increase in service delivery. Of appointments not kept there were 231 DNA's and 120 cancellations. In total 302 students (182 female and 120 male) availed of the student counselling service. This is a small decrease in numbers from last year's number of 323. However the number of hours delivered as stated above increased. An additional 62 students attended Stress Busters pre-exams workshops. 120 students and staff across campuses availed of Mindfulness groups. Over 300 staff were supported in their work with students. The average number of sessions per client was 7.6 (an increase on last year 5.3).

### **Student Profile**

Of the 323 students who availed of individual counselling, 182 were female while 120 were male.

### **Table 1 Categories of Student Presenting Issues**

The list below displays presenting issues which are diverse. Please note that this list only includes presenting issues and does not take into account all the other issues which may have emerged for students over the course of their counselling.

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

### **Evaluation of Student Counselling:**

As with previous years we administered a feedback questionnaire to each student upon completing counselling. 154 students in total completed the questionnaire.

Overall students' evaluated the counselling service very positively, with 99% (versus 97% last year) saying they would return again to the service. 98% were satisfied with the service they received (versus 93% last year) with 78% very satisfied (versus 71% last year) and 20% satisfied, only 2% were dissatisfied. 92% found counselling beneficial, 52% extremely beneficial and 39% very beneficial. 86% of students rated student counselling as being a factor in they staying in LIT.16% rated it as the most significant factor compared to 2% last year. This clearly demonstrates the contribution counselling makes to retention.

## Achievements

- **Positive Mental Health Promotion**
- **Festival of Kindness:**  
The counselling service was involved with Pay it Forward Limerick to help organise Limerick's first festival of Kindness. There were many events organised all with the aim of promoting positive mental health across the community.
- **World Suicide Awareness Day**  
September 10th 2015 - as this date clashed with first year orientation, it was decided to do an email awareness campaign this year. An email was sent to all staff and students.
- **Inductions**  
The counselling service contributed to a range of student and staff inductions throughout the year.
- **Stress Busters Workshops**  
The counselling team designed and introduced an interactive stress management for exams workshop to support student's pre exams. These were rolled out and we ran several groups. The feedback has been very positive and these will be offered again next year.

## Other Services

The student Counselling Service has liaised well with other services in a cooperative manner in the best interest of our students e.g. Tevere Day Hospital, St. Anne's Day Hospital, Willodale Day Hospital, 5B Psychiatric Unit MW University Hospital and the Crisis Team, Treatment Centres e.g. Bushy Park, Slainte, Tabor Lodge, Pieta House, HSE, AA, NA, Limerick Mental Health Association, Parent Support etc.

## Examinations

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

## Conclusion

In conclusion Student Counselling has had a very busy year. We have become more multifaceted this year in offering workshops etc. Online counselling is also something the service is considering. The importance of relevant apps is also something the service is using with clients. Despite challenges 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 at 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](http://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.
- Ms Mairéad Keogh,  
Vice President Moylish Park Student's Union.
- Mr. Barry Mullins,  
Convenor Limerick School of Art and Design Student's Union.
- Ms. Julie McNally, Deputy Convenor, LIT SU Thurles
- Ms. Laura Piggot, 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 who 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. Mairéad Keogh were nominated to serve on the Governing Body.
- Ms. Mairéad Keogh, Ms. Laura Piggot and Mr. Geoff Hunter were nominated to serve on the Academic Council.
- The Student's Union nominated five people to serve on the Academic Council Sub Committees.

## (G) 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	Men's Basketball
Gaelic Football	Weight Lifting	Ladies Basketball
Pool	Badminton	Golf
Tae Kwon Do	Judo	Boxing

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 GAA, Weight Lifting, Tae Kwon 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 was opened on our Thurles campus last year, hinted to be one of the best Strength and Conditioning buildings in Europe. The excellent sports facilities available reflect the high level of commitment to sporting and leisure provision at LIT. The Sports Office awarded 39 Bursary/Scholarships in 2014/2015.

### LIT Bursaries 2014/2015

- Shannon Smith (Ladies Football)
- Rachael Moloney (Ladies Football)
- Charlie McCarthy (Hurling)
- Hayley Nolan (Camogie)
- Noel Fitzgibbon (Weight Lifting)
- Brendan Egan (Administration)
- Martin Fitzgerald (Hurling)
- Seamus Quigley (Hurling)
- Max Kennedy (Rugby)
- Tobi Ademakin (Rugby)
- Lunga Marvin Balman (Soccer)
- Niall O'Riordan (Soccer)
- Cian Hedderman (Hurling)
- Clodagh Dunne (Ladies Football)
- Sarah Carey (Camogie)
- Aaron Murphy (Hurling)
- Jason Ryan (Hurling)
- Cathal Barrett (GAA)
- Patrick Fitzgerald (Hurling)
- Philip Ryan (Outdoor)
- Patrick Kinnane (Outdoor)
- Michael O'Malley (GAA)
- David Dempsey (Hurling)
- Alan Dempsey (Hurling)
- Colm Fitzgerald (GAA)
- Peter Duggan (GAA)
- Kieran Bennett (GAA)
- Jean Miley (Ladies Football)
- David Reidy (GAA)
- Joe Campion (GAA)
- Katie Hennessy (Camogie)
- Stephen O'Halloran (GAA)
- Mark Gennary (GAA Munster Council)
- Jack Quaid (GAA Munster Council)
- Barry O'Connell (GAA Munster Council)
- Aine Cott (GAA Munster Council)
- Fionan O'Sullivan (GAA Munster Council)
- Sean O'Brien (GAA Munster Council)
- Sean O'Gorman (GAA Munster Council)

### OTHER CLUBS AND ACTIVITIES OF THE SPORTS OFFICE AT MOYLISH PARK

- **Academies**  
We coordinated foundation level coaching courses across GAA, rugby and soccer for our students.
- **Club work**  
We invited several development squads in during the summer months to be coached by our development officers including the Clare Camogie squads, Limerick hurling squads and Limerick football squads.
- **11 A-Side Super Eleven Hurling**  
We ran our first super 11's hurling competition which was won by Ard Scoil Ris. We entertained eight schools from across the Munster region.
- **Hurling School of Excellence**  
The third year of the Hurling school saw 63 participants arrived for a week long camp. This is by far our most successful to date.



## Tipperary Campuses

In the 2014/2015 academic year, the following sports were available for LIT Tipperary students:

- GAA (Hurling, Football, Ladies Football, Camogie)
- Soccer
- Ladies and Men's Basketball
- Rugby (Men's & Ladies)
- Boxing (Men's & Ladies)
- Weightlifting (Men's & Ladies)
- Badminton
- Fitness Classes
  - Kettlebells
  - Circuit Training
  - Discounted Gym Rates

We had a 3v3 mixed basketball league and a 5 a side soccer tournament running. This was open to all students.

### LIT GAA CLUB



*2 of our Canadian Students, Nik de le Roche & Kieran Peltier.*

This year the mixing of all of the campuses to play together ran a lot smoother than last year. Travel is probably the biggest issue but students are buying into it a little more with each passing year. There were players from LIT Tipperary on all GAA Teams including: Fitzgibbon Cup, Trench Cup, Intermediate, Junior and Fresher Hurling & Football, Ladies Football and Camogie. We also had 2 of our Canadian students line out for the junior hurling team.

### LIT SOCCER CLUB

The soccer club reached the quarter final of both the league and cup. There is a big improvement in the standard of players each year and the commitment that the players give.

### LIT BASKETBALL CLUB

LIT Tipperary Basketball Club is getting stronger each year. The female team is improving each year and are playing in the North Munster Ladies League. This year saw the first year of a lad's team. There were 10-12 students training once per week and 4 challenge games were played.

Also in conjunction with the Basketball club a successful fun 3v3 mixed basketball league over 8 weeks pre-Christmas with approx. 12 teams was held.

### LIT BOXING CLUB



*Ladies gold 60kg, Ladies Gold 70kg.*

LIT Tipperary Boxing club is an established club in the college. This year saw 2 fighters from the college compete in the intervarsities. The students finished with 2 Gold's (senior ladies). Both girls have also fought for Ireland this year since the IV's. On average 20+ students were training twice per week.

## LIT WEIGHTLIFTING



The weightlifting club is one of the biggest clubs in the college and is open to males and females. We cater for both Olympic Weightlifters and Powerlifters. The successful club runs two nights of training with 40+ students attending. The weightlifting club has had quite a successful year with 3 students winning medals at the powerlifting intervarsities. 3 students competed at the singlelift competition with 2 students winning medals. Additionally, 1 student broke 3 Irish Teenage records and claimed 2 medals at the recent European championships held in Wexford. In the Olympic weightlifting IV's, 2 students competed with 1 claiming a silver.

## LIT RUGBY CLUB

LIT Tipperary Rugby club is a vibrant and active club. The club caters for every Rugby grade from beginner to AIL Player and for both males and females. This year, 7 of the LIT mens rugby squad were from Thurles Campus and 5 of the ladies squad were from the Thurles Campus.

## JUDO

For the first time ever there was students from the college to compete in the Judo intervarsities. These took place in UCC and 1 of the students claimed a bronze medal.

## BADMINTON

Badminton was started this year as a fun internal league for students to compete against each other but there has been huge demand for the sport with attendance at sessions regularly 20+ students.

## BURSARIES

There were 2 Thurles students who received bursaries this year. They were:

- Christina Desmond – Boxing
- Brendan Egan – GAA (Admin Bursary)

## LIT SPORTS COMMUNITY COACHING

Between September and October, a ladies football coaching programme was set up in Thurles Schools for 8 weeks. There were 6 primary schools (boys in the school joined in as well) and 2 secondary schools (all girls' schools). This programme was run in

conjunction with Tipperary LGFA. Students from the Sports Strength and Conditioning course were identified and were given training on coaching kids and football skills. The students then were placed with a school and attend that school each week (the amount of time varied from school to school).

## SUMMER CAMP

A sports performance summer camp was run for 4 days in the Sportslab in June for 13-18 yr. olds. There were 17 students on the programme and there was a good mixture of male and female participants. The programme looked at how the participants could improve their sports performance and was a mixture of practice and theory.



## **(H) CAREERS SERVICE**

### **Introduction**

The Careers Service works with students to aid their transition from college to employment and provide them with excellent opportunities to meet with graduate employers.

The Expert Group on Future Skills Needs (EGFSN) National Skills Bulletin 2015, published in July 2015 provided an overview of employment trends at occupational level. The report shows that, with the economic recovery strengthening, shortages are intensifying in some of the well-known areas (ICT, engineering, sales/customer care, logistics, health, business and finance); and gaps are also emerging in new areas such as hospitality and construction. LIT is perfectly positioned to respond to this skills shortage by providing competent, skilled and employable graduates.

### **Student Activity**

The Careers Service is availed of by a range of students from pre-entry, current undergraduate and postgraduate students, recent graduates and alumni. 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.

### **Student Induction/Workshops/Group Sessions**

The Careers Service participated in the Student Services Induction which was delivered to all first year students in September 2014. 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 14/15, 76 hours of workshop/group sessions were delivered.

### **One to One Consultations**

Students can avail of one to one consultations with the Careers Service. This is a confidential service. In 2014/15, a record 566 students availed of one to one appointments or contacted the Careers Service with individual queries. Consultations related to topics including: CV review, placement information, graduate applications, course change, withdrawal, postgraduate opportunities and preparing for interview.

## **Quick Query Drop-in Service/CV Review Clinics**

The Service continued this year to provide quick query and CV review session to students and these were also very well subscribed to with 215 students seeking assistance through the quick query sessions.

The CV Review Clinics provided students with the opportunity to have their CV reviewed, often coinciding with employer visits or events. In total 781 students engaged on an individual basis with the service in 2014/2015.

### **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 & Management.

Individual Role Play interviews were organised in association with the School of Business and 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**

Employer activity & graduate recruitment have recovered considerably and the demand from employers for graduates is back to pre-recession levels. A number of events and activities take place throughout the year which focus on this relationship.

## First Destinations Survey – Class of 2014

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 & September 2015 with an initial postal campaign to all graduates and an option of completion by hard copy or utilising on-line survey management software SurveyMonkey.com. Additionally, we used a follow-up SMS campaign using the in-house text alert system Txttools. In 2015, the telephone follow up campaign was conducted in the evening for the first time. This resulted in a record response rate of 40%. There were 1134 graduates surveyed, with 459 responses received.

See section 3.5.8 for breakdown of results.

## Jobs Advertising

The Careers Service provides employers with the opportunity to advertise their graduate, placement and part-time opportunities to students. In 2014/15 the service advertised 525 jobs to students and graduates showing a steady increase year on year and reflecting the increased engagement of the service with employers and the improving graduate employment market.

## 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 14/15 LIT continued to be a “preferred supplier” of graduates to SAP and Lidl Ireland reflecting the high caliber of graduates. We also established excellent relations with new employers in the region such as Regeneron and J&J Ethicon, both of whom were on campus in 2014/15. Companies visiting the campus outside of the successful Careers Fair/Seminar included:

- Regeneron
- Grant Thornton
- EY
- BDO
- JRI America
- Modular Automation
- Focus Ireland
- Eircom
- SAP
- IBEC
- Gentle Giant
- Fulbright
- The Navy Reserve

## Careers Fair

The LIT Careers & Further Options Fair took place on 14th October 2014. The Fair attracted 54 organisations and took place in the Aula Maxima and The Street. New companies attending for the first time included DHL, Amazon, ATSR Ltd., AXIS Environmental Services, Ammeon and ESB.

## LIT Kick Start your Career Series 2015 - February - April

For the third time, a series of employer lead events took place between February and April. The new format saw employers deliver seminars on careers in their sectors and key employability skills and was open to all students and alumni. Employers involved included Modular Automation, Intel, JRI America and Eircom.

## Mechanical Engineering Showcase

The 6th annual Mechanical Engineering Showcase took place in April 2015 and was organized in conjunction with the Department of Mechanical & 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 reviews being offered to all students.

## Institute Activities

- Academic Council
- Administration of Trendence EU Graduate Barometer
- Professional Development and membership of external bodies
- Business in the Community



## (I) ACCESS SERVICE

LIT is committed to promoting equitable access to and successful participation in higher education for all members of society and 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, Further Education and Higher Education partners, community, statutory and voluntary agencies continue to support and develop educational opportunities, which contribute to an improvement in the economic, social and cultural well-being of our region. This partnership approach continues to be central to the delivery of the Access Service and provides 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.

**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.

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

### Go4IT Programme

- The Go4IT Programme is a collaborative initiative with The Northside 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. In March 2015, the Go4IT programme established a Facebook page as a means of communication with participants. The Go4IT project also unveiled a new logo in May 2015, designed by one of the Go4IT participants. The Go4IT programme recognises the importance of parental and family engagement and in the 2014/2015 academic year, there was a greater emphasis placed on a planned and coordinated schedule of activities for parents/guardians. The aim of all activities was to build strong relationships, provide necessary information and offer a supportive environment.



### Scholarship Programme

- The LIT & Partners scholarship programme was extended in the 2014/2015 academic year due to the addition of more sponsors. The sponsors now include IPB, BHP, Grant Thornton, Averian Global, Pineroy and Property Management Ireland. In addition to the financial support, and to compliment the full range of student supports in LIT, awardees can avail of coaching and mentoring provided by the Access service.

### Business in the Community Ireland (BITC)

- 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. Nessen'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. The programme is delivered to fifth year students who engage in five interactive and dynamic visits to the LIT Moylish campus that included the provision of a range of workshops such as CV skills, interview skills and communication skills.

### The Limerick Lifelong Learning (LLL) Festival

- The Limerick Lifelong Learning (LLL) Festival took place from Monday 23th to Sunday 29th March 2015 and was a celebration of learning across the region. The theme for the LLL Festival in 2015 was 'Learning for Positive Living'. By showcasing a wide variety of enjoyable and informative events, the festival aims to promote Limerick as a superb location for personal, social and work-related learning and development. LIT Access Service, Flexible Learning Office and LSAD worked in collaboration to host events for this festival of learning.

### Stakeholder Visits

- During the 2014-2015 academic year, the Access Service facilitated a number of 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; Guided Initiative in Voluntary Engagement (GIVE)

- 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. For the second year running, the GIVE and GO4IT graduations were joined to create one celebration of community and voluntary engagement. In recognition and appreciation of their contribution, the President of LIT, Dr. Maria Hinfelaar commended 70 GIVE members for their voluntary engagement throughout the academic year in May 2015. To date, the GIVE programme, now in its 6th year has awarded 320 commendations to LIT GIVE volunteers.

### Campus Engage

- During the 2014/2015 academic year, the Access Service secured seed funding of €500 from Campus Engage. The seed funding permitted GIVE to offer volunteer-specific workshops to students. The workshops were designed to assist volunteers to maximise their experiences from voluntary engagement throughout their studies and post-graduation. Two workshops Confidence Made Easy and a Career Masterclass for Volunteers were offered to all LIT students who volunteered both on and off campus.

### Mature Students

- Mature Students comprised 30% of the total undergraduate student population in 2014/15 and surpassed the HEA target of 13%. 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.

### Mentoring Service

- 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 2014-2015, there were 58 mentors, representative of staff from across the Institute. The total cost of the LIT Mentoring Service 2014-2015 was €80,659.44.

### Student Assistance Fund

- 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 2014/2015 was funded by the Irish government and part funded by the European Social Fund under the Human Capital Investment Operational Programme 2007-2013. Applications to the Student Assistance Fund continued to be very high and in 2014/15, €217,760k was allocated to 614 LIT students.

### Childcare Subsidy 2014 - 2015

- Limerick Institute of Technology Childcare Subsidy 2014-2015 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 2014-15 was €46,179.90 where 61 students were supported.

### Book Lending Scheme

- 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 €3,348.96 worth of new books. In total 290 students were supported through the scheme in the 2014/15 academic year.

### Disability Service

- The Disability Service saw an additional increase to LIT's numbers of students registered with disabilities. The total number registered with the service rose to 424 (383 in 13/14), comprising 7.8% of the student population. This was up from 7.4% in 13/14. Results of the AHEAD 2013-14 survey showed that last year's overall national participation rate for students with disabilities in higher education was 4.6%. As such, LIT's participation rates for students with disabilities remains consistently above the national average.

A total of €394,167.00 was received by LIT from the HEA/ESF Fund for Students With Disabilities, a considerable decrease from the 13/14 allocation of 509,956.00. 267 applications were made to the fund which supports specific individual needs for students with disabilities who qualify under specific terms and conditions.

Outreach activities from the disability service included attendance at disability networks, information evening, working with organisations such as EmployAbility to support students approaching graduation and working with companies such as Dell Limerick on a pilot mentoring programme for students with disabilities who were studying an I.T. programme.

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.

Overall, 2014-2015 was another 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 Banks 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.

More than 80 nationalities have been represented amongst the body of students currently passing through LIT as a centre for learning and research. Internationalisation is one of the review criteria for LIT in the course of programmatic review, so faculty and staff are regularly challenged to augment the global relevance, content and delivery of their courses. The economy of Ireland's Mid-West region, where LIT is based, relies heavily on the Multinational Sector in medical devices, pharmaceuticals, technologies and electronics. These employers, in turn, rely on LIT to provide a culturally sensitive workforce with a global outlook. A natural synergy therefore arises between LIT's Internationalisation objectives and the contribution made by local industry to the design of LIT programmes and the priorities of LIT's research clusters.

## INTERNATIONAL STUDENT RECRUITMENT

In step with national and EU priorities, LIT has prioritised a combination of the industrialised nations of the western world along with population-rich, emerging economies with the aim of meeting these internationalisation goals: China, Malaysia, Middle-East, Africa, USA, Canada and Brazil. These markets are at various stages of development. Tied-in to international recruitment activity is the building of inter-institutional partnerships, advancing the internationalisation of LIT in the areas of research, staff development and enterprise and supporting the achievement of LIT's Horizon 2020 goals.

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

### China

China's economy is emerging despite immediate challenges. The demand for greater coverage and quality of Higher Education in the world's most populated country is vast and growing. In 2012, LIT established links with Yangtze University in Hubei Province China. Since then, agreements have been reached, with the approval of the Chinese Ministry of Education that enable:

- Yangtze student flows to LIT for the final two years of programmes in Built Environment.
- LIT's first Transnational Education Programme (TNE) under which studies are undertaken in China on LIT's Civil Engineering Management programme for up to 3 years and completed by a final year of study here in Ireland.

Four Chinese students now study directly at LIT and with our remote enrolment there is in excess of 100. LIT continues to work in partnership with Education in Ireland and other HEIs to advance Ireland's market position in China. LIT has plans afoot to form new inter-institutional partnerships and to develop a permanent representation in China during the 2015-2016 period.

### Middle-East / Oman

The Oman Ministry of Higher Education adopts a strategy of sending its 3rd level scholars to approved Institutes overseas to obtain their education up to and beyond Honours Bachelors Degree standard. Since being approved to receive scholars of the Ministry of Higher Education in 2013, the community of Omani students here at LIT has grown to 27. Looking ahead to 2015-2016, further developments that may be expected are: Delivery of short 5 or 10 credit programmes in Oman; Participation in the development of Oman's own technical university; Approval to accept Scholars of the Royal Court of the Sultan of Oman under which public servants are sent overseas to advance their existing educational achievements to Honours Bachelors and Masters Degree levels. From this platform of success, LIT is actively looking to gain approval for other similar Middle-Eastern Scholarship programmes. Through our Canadian connection with Algonquin College, we are exploring possible co-operation in the development of their programmes for delivery on their franchised campus in Kuwait.

### Canada and the USA

LIT's interaction with North America is frequent due to staff exchange, research and student placements (e.g. NASA), Enterprise (ITLG) and fundraising.

Agreements at IOTI level with Ontario colleges allow Canadian students to travel to Ireland for an add-on year to complete their full Honours degree. LIT has built on this arrangement, reaching bilateral agreements with Canadore and Sheridan Colleges that have created steady streams of exchange and co-operation on our B.Sc. in Sports Strength & Conditioning and our MBS in Marketing & Management Strategy. Contemplating the progression from the 2014-2015 academic year to 2015-2016, a near-doubling of the numbers of Canadian students looks to be in prospect and that is a trend we are anxious to continue. For 2015-2016, anticipated developments will include substantial increase in missions to Canada aimed at the development of new bilateral MOUs and articulations with Durham College, Conestoga College, Fleming College, Algonquin College, St Lawrence College and Fanshawe College along with extended co-operation with Sheridan and Canadore Colleges. These ought to greatly extend student and staff exchange and student recruitment to LIT.

LIT took the step in the last year of sending Executive to the annual NAFSA conference in Boston to explore opportunities for LIT in the United States. There has also been very welcome co-operation between LSAD and colleges in the United States in the area of summer schools. During the coming academic year, LIT will continue to explore and exploit new opportunities derived from the US market and to refine its strategy for growth in the USA.

### Brazil

Despite immediate challenges, Brazil remains one of the largest economies in the world with over 200 million people and a growing demand for higher education. For the current and coming academic years, Brazil has been a critical market for international student recruitment with a focus, (but not a limitation), to 'Ciencia Sem Fronteiras' or 'Science without Borders' scholarships. In September 2014, LIT welcomed a total of 47 Brazilian Students to LIT to undergraduate programmes in the STEM areas through this single-year scholarship. Reduction in the routes through which these students can choose LIT has not prevented a further 21 sign-ups for the 2015-2016 academic year. Sadly, it does now appear that the scheme will be exited altogether, after the coming academic year, as Brazil looks to reduce public expenditure. While the loss of the considerable mutual benefit of these flows would be regrettable,

LIT has proactively guarded against such a risk during the life of the scheme to date. By the end of the 2014-2015 academic year, LIT's list of active memoranda of understanding with Brazilian Institutes covered the states of Parana, Sao Paulo, Minas Gerais, Para, Amazonas and Rio de Janeiro and these enable student exchange, staff exchange, research partnerships, mutual recognition of awards and distance learning opportunities with UTFPR, UNAERP, UFSJ, UEPA, UEA, CEFET/RJ and UNESP.

In the spirit of continued Brazilian partnership and co-operation, LIT will host six Brazilian postgraduate researchers on a scholarship basis during 2015-2016. These come about as a result of LIT's success, along with those students who showed an interest in coming to LIT, in securing these scholarships from the Dept. of Education & Skills and the IOTI through a competitive process for what have collectively come to be known as the 'Government of Ireland Scholarships'.

## Malaysia

LIT has hosted delegations from UCSI University of Malaysia since early 2014 and formal co-operation agreements appear to be imminent in the coming year. The match between Malaysia's higher education internationalisation strategy and that of LIT is best exemplified by the Memorandum of Understanding and the programme articulation agreements between LIT and TAR University College. The subject area focus is in Built Environment, (Property Valuation & Management; Construction Management; Quantity Surveying) and Business (Accounting & Finance). Activity under those arrangements is mainly at the level of undergraduate studies and guest lecturing, for the moment. Current arrangements are seen by both parties, however, as the starting point for deeper co-operation that should involve greater levels of staff exchange, research partnership, mutual recognition of awards and distance learning into the future.

Our synergies have already seen LIT host visiting staff from TAR UC over the last two years and an LIT delegation to TAR UC in March 2015 combined a programme of guest lectures with exploration of extending co-operation. Further missions involving a similar co-operation programme are planned for the 2015-2016 academic year and, throughout the year ahead, LIT will actively seek-out other synergetic institutional partners in Malaysia. We will explore opportunities to grow a new, credible and reputable network of agents for that market. LIT is due to host Ms Jeya Kumar, lecturer and Doctoral Candidate at CITM, USM, Malaysia during September 2015 for a rotation on research and teaching activities as part of her doctoral candidacy, under supervision from Denise McEvoy, Lecturer at our Department of Information Technology.

From a standing start in 2013, LIT has hosted its first undergraduate students under the TAR UC co-operations and, for the coming year, six Malaysian undergraduates will study in LIT's core strength areas of Quantity Surveying, Interior Design & Technology, Property Valuation & Management, Creative Multimedia, Business Marketing and Tourism Business.

## Africa

By the beginning of the 2015-2016 academic year, three students recruited directly from Nigeria and Zimbabwe will study at LIT – one at first year, one at second and one at third. Through a combination of retained consultancy, contingency agents and missions to Africa undertaken directly, LIT is carefully crafting its knowledge of African markets and its capacity in those markets. LITs current concentration is on those populous countries of West Africa but there is a desire to expand our focus, develop our own organisational learning from these markets and to refine our strategy for all of Africa during the 2015-2016 academic year.

## English language agreement with Mary Immaculate College

There continues to be fruitful activity under the agreement reached two years ago between LIT and MIC for partnership in 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 last year and 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

Many of our programmes have an in-built course requirement to undertake placements in industry. Even for students who undertake these placements locally, they are often placed with local multinationals operating at global multi-site structures. In addition, LIT has used its participation in the Erasmus+ programme to encourage students to undertake their placements outside of Ireland. As a result, more than 50 LIT students annually, drawn from all faculties are undertaking placements in Belgium, Denmark, France, Germany, Latvia, Netherlands and the UK among a growing list of destinations.

Since the beginning of the 2014/2015 academic year, students from our programmes in Fine Art, Sculpture & Combined Media, Marketing & Management and Business & Event Management undertook Erasmus+ study mobilities at our partner Institutes in Denmark, France, Netherlands and the UK.

Staff mobilities under the Erasmus+ programme have been undertaken in Hungary, Sweden, France, Slovakia, France, Germany and the UK.

Within the last few months, LIT has won approval for funding in excess of €100,000 for Erasmus+ International credit mobilities to Malaysia, China, Brazil, Georgia, Armenia and the Russian Federation for both staff and student exchanges.

## Internal Support Infrastructure

2014 saw the retirement of Vice-President for External Affairs & International, Michael O'Connell and the departure to a new location of LIT's Marketing & International Manager, Mike Cox. We acknowledge their great contribution over many years and wish them well in their new ventures. These changes coincided with some reform of the structures for the management and delivery of International activity. International Office has been separated from Marketing under separate management. The Office has become part of the Faculty of Business & Humanities. Executive Leadership for International has been assigned to Head of Faculty for Business & Humanities, Mr Donnacha McNamara. Having served for some years as LIT International Officer, Ms Cliona Campbell has been appointed International Manager and the Office administration team is completed by Niamh Kavanagh and Garrett Greene.



**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 academic expertise within LIT which may be enhanced by talented researchers whom we attract.**

## **RESEARCH ENTERPRISE & DEVELOPMENT**





**05**



# RESEARCH CENTRES & GROUPS

## RESEARCH

LIT is committed to 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.

## RESEARCH VISION

Working through the Office of the Vice President for Research Enterprise and Development the heart of LIT's research strategy is the ambition to be a strategic knowledge generator and technology transfer partner of choice for companies and organisations facing the challenges of achieving sustainable competitive advantage in their marketplace. In line with the the EU's research and innovation program, Horizon 2020, LIT focuses on research excellence which impact on industrial leadership and societal challenges. We will be increasingly recognised as a leader for educating high-achieving, motivated postgraduate research students who seek an individualized and transformative experience at an institution that generates and transfers knowledge through high-quality research partnerships, scholarships and creative activities.

LIT is now poised to build on its research accomplishments to date and to achieve even greater levels of prominence in the years ahead. Strategically orientated, market led, impact focused and high-quality research projects form the foundation of research excellence at LIT. Research activity has continued to rise year on year. Every Faculty and Department has seen an increase in postgraduate student numbers and research and development activity by lecturing staff, with the ambition that teaching is research informed. An intentional focus on engaging with all members of the Institution and the wider community to the best of our ability to achieve their goals permeates who we are, what we do, and how we do it. This research plan builds on the hallmark of our educational philosophy of active learning fusing theory and practice and sets goals and strategies, and articulates our shared research aspirations for LIT to 2020.

## RESEARCH OBJECTIVES

1. Strengthening and growing our research, enterprise and development centres and groups;
2. Supporting business and organisations to achieve their strategy;
3. Provide Individualised Attention for Shared Aspirations of Limerick and the Mid-West Region.

## RESEARCH CENTRES AND GROUPS

Since 2005 our Research Enterprise and Development function has charted a course resulting in unprecedented success. Research postgraduate student registration and graduation rates are at historic highs, engagement in research supervision continues to grow and the Institute is securing competitive research funds nationally and internationally under programmes such as Horizon 2020. We have developed a critical mass and capability via dedicated research centres and groups that are supported through the LIT Graduate School while still remaining part of their original academic 'home'.

Across the Institute research activity occurs within 16 dedicated research centres and groups which encompass a critical mass of expertise within specific discipline areas under the LIT Research Centres and Groups Designation Policy. They have a focus on developing niche areas of expertise to attract international researchers and external funding to provide innovative products, services and processes for LIT's partners and develop postgraduate research opportunities. These centres and groups align with the National research priorities including Future Networks and Communications; Data Analytics, Management, Security and Privacy; Digital Platforms, Content and Applications; Connected Health and Independent Living; Medical Devices; Diagnostics; Therapeutics: Synthesis, Formulation, Processing and Drug Delivery; Food for Health; Sustainable Food Production and Processing; Marine Renewable Energy; Smart Grids & Smart Cities; Manufacturing Competitiveness; Processing Technologies and Novel Materials; and Innovation in Services and Business Processes.

To achieve greater levels of prominence, LIT will implement thoughtful innovations and spend research seed fund resources wisely on these well-defined strategic research priorities and the work of our Research and Development Centres and Groups. Bidding for and securing European funds must become the norm for our centres. Indeed some centres have had notable success in European Funding Programmes: the Shannon Applied Biotechnology Centre (Shannon ABC); the Controlled Environment Laboratory for Life Sciences (CELLS); Sustainable Energy in a Rural Village Environment (SERVE) and the centre for research into Art, Curatorial Studies, Applied Design and Art and Design Education (ACADEMY). This success has led to increases in the total research funding envelope and in postgraduate research numbers. We are actively pursuing emerging opportunities under EU Horizon 2020, building on existing strengths and developing international networks and collaborations.

The Research Centres and Groups approach provides a development path for institutional research-related activities with specific connection between the provision of research degrees and wider research and innovation activities. We will therefore continue to focus our efforts on systemising our research and development successes through Centres and Groups enabling them build the scale and capacity to compete meaningfully not only in Ireland but in Europe and with existing Universities. We will encourage and support each Centre and Group to produce its own Strategic Plan appropriate to its own stage of development and growth.

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## RESEARCH ETHICS COMMITTEE

The LIT Research Ethics Committee operates under the aegis of the Academic Council Sub-Committee on Research and Development and has general responsibility for:

1. Developing and monitoring the Institute's Research Ethics policy and regulations, and advising the Academic Council Sub-Committee on Research and Development on matters related to Research Ethics
2. Reviewing and deciding on applications for ethical approval with respect to:
  - a) LIT postgraduate research degree programmes
  - b) External researchers accessing LIT staff and students
  - c) Research being carried out by staff members of LIT.

### Membership of the Committee consists of:

- Chair of the R&D Sub-Committee
- Head of Research and Technology Transfer
- Graduates Studies Support officer
- At least one representative from each Faculty/Department within the Institute
- One nominee external to the Institute.

Additional members from the staff of the Institute or external to the Institute may be co-opted and other persons (including external experts) may be invited to attend as advisors for periods of time or for specific purposes.

The Committee met on 7 occasions during 2014/2015. A total of 34 applications for ethical approval were reviewed, of which 24 were from research postgraduates at LIT, and decisions made as follows:

	Postgraduate	Staff	External
Noted – no ethical issues	4	0	0
Noted – invited to submit full application including supplementary documentation	2	0	0
Additional information required	9	4	2
Approved with modification/ amendment	7	1	0
Approved without modification/amendment	2	3	0
	<b>24</b>	<b>8</b>	<b>2</b>

A further 28 applications for ethical approval were resubmitted as requested, of which 21 were from research postgraduates at LIT, and decisions made as follows:

	Postgraduate	Staff	External
Additional information required	7	0	1
Approved with modification/amendment	6	0	1
Approved without modification/amendment	8	3	2
	<b>21</b>	<b>3</b>	<b>4</b>

During 2014/2015, the LIT Ethics Policy for Researchers was reviewed and the amended policy was approved by Academic Council in May 2015.



## RESEARCH DEVELOPMENT

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. LIT has now received from QQI delegated authority for all Level 9 research awards across the institute. In the context of LIT's prioritisation of the regional cluster, working with UL and MIC, a different approach towards achieving our research ambitions at Level 10 has been adopted. The three institutions have established the Federated Limerick Graduate School, through which UL becomes 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.

There are currently 98 registered postgraduate students and this year there were 13 graduations – 3 in the Department of Applied Science including 1 PhD, 1 student with a Masters in the Department of the Built Environment, 1 student with a Masters in the Department of Electrical and Electronic Engineering, 5 in Limerick School of Art and Design including 1 PhD, 1 student with a Masters in the Department of Business, 1 student with a Masters in the Department of Food and Tourism, and the first Masters student to graduate with a Masters research degree in the Department of Applied Social Sciences.

The following is a list of new Research Degree Programmes for 2015 being undertaken by LIT postgraduate students at Masters and PhD level:

### School of Art and Design

- Socially Engaged Art Practice.
- Limerick City Gallery of Art - Curatorial Studies.
- A sense of place: The vessel as an expression tool in contemporary ceramic practice.
- Race and Identity.

## Faculty of Applied Science, Engineering and Information Technology

- Physiochemical, biochemical and sensory analysis of Irish Rapeseed oils.
- An International Study of Anthropogenic Interferences on the Nitrogen Cycle in the Vicinity of the Two River Basins.
- The development of methods for the detection of drugs used in sport.
- Non-proteinogenic amino acids GABA and ergothioneine bioproduction in cyanobacteria for human health applications.
- Microbial fermentation scale up for nanoparticle production.
- A UI design framework for immersive multimodal synthesisers in head-mounted VR environments.
- Analysis, management and integration of energy datasets and production operations on industrial sites.
- Creation of a hardware/software system that would allow high functionality X86 applications to execute on low power ARM processors.
- Implementing binaural audio design principles in immersive VR systems.
- Investigation of improved efficiencies of wave power generation using capacitor energy storage.
- Analysis, management and integration of energy datasets and production operations on industrial sites.
- Development of an automation system for product and resource tracking in industry.
- Hybrid Composites Reinforced with Sisal/Glass Fibres and Silica Particles.
- Poly-crystalline diamond (PCD) compact immersion annealing.
- Pattern recognition for seismic signal classification.

## Faculty of Business and Humanities

- Negotiating double trouble: A critical discursive analysis of identity negotiation amongst gay and bisexual men in Ireland.
- The impact of Foroige youth empowerment programmes on young people in the Munster region.
- Gaming for change: Using online games in Youth Work.
- There must be cake: An explo-ration of participation and host experiences in Death Cafés.
- The economic impact of the Irish Film Industry with particular emphasis of the tourism sector.
- From good food to food that's good for you: The road map of a nutraceutical food product.
- The effectiveness of HEI supported pathways for entrepreneurs: the LIT entrepreneur experience.



# HR STRATEGY FOR RESEARCHERS (HRS4R)

The LIT Graduate Studies and Research Office (GRO) continues to facilitate 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. GRO developed a survey to raise awareness of the principles enshrined in the Charter and Code among members of the research cohort at LIT to facilitate the inclusion of a broad range of opinions and experiences from among our researchers to inform the development of LIT's HRS4R. In this way, the LIT HRS4R and Action Plan will be founded on evidence-based researcher needs, promoting commitment to, responsibility for, and ownership of LIT's HRS4R among our researchers. An email link to the anonymous survey was sent to Academic staff, Postdoctoral Researchers, Research Assistants, Career Researchers (not Postdoctoral) and Doctoral Postgraduate Students and relevant personnel in research-related support functions including GRO and HR across all LIT campuses. The survey took place during February and early March 2015. Results have been collated and work is underway to prioritise actions arising from the survey data, and incorporate them in to the LIT HRS4R Action Plan.

## 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.

## The Next Steps

LIT's HRS4R Task Force, together with GRO, will review the prioritised actions. A responsible person will be assigned to each action together with a timeframe for completion of it. The Action Plan will then form part of the LIT Policy on Human Resources Strategy for Researchers which will be presented to R&D, Academic Council and Governing Body for approval and endorsement. Once endorsed by Governing Body, the Policy document, including the Gap Analysis and Action Plan will be submitted to the European Commission in support of LIT's bid for the "HR Excellence in Research" badge.

# INDUSTRIAL COLLABORATIONS

The number of companies which LIT supports in terms of research (both regional and national) continues to rise this year with some of our new partners listed below.

Department	Company Name
Mechanical & Automobile Engineering	Banaher Concrete
Limeirck School of Art & Design	Soft on You Headwear
Limerick School of Art & Design	Student Programmes Ireland
Applied Science	Mungo Murphy Seaweed
Applied Science	Purus Cleanroom Solutions
Applied Science	Newgrange Gold
Applied Science	The Jungle Food Co
Mechanical & Automobile Engineering	Beeactive Ltd
Limerick School of Art & Design	Junior Golf Tour Ireland
Mechanical & Automobile Engineering	Diamond Galss
Applied Science	Supervalu Killaloe
Mechanical & Automobile Engineering	Bord Na Mona
Mechanical & Automobile Engineering	ER Water Processing Solutions Ltd
Applied Science	Wexford Strawberries
Electrical & Electronic Engineering	Croom Precision Tooling
Applied Science	Gadera Ltd
Limerick School of Art & Design	Egate Ltd
Mechanical & Automobile Engineering	Mi Bin Ltd
Applied Science	Algae Health
Applied Science	TanOrganic
Mechanical & Automobile Engineering	Keelings
Limerick School of Art & Design	Niro Engterprises Ltd
Applied Science	Rigney Farms
Electrical & Electronic Engineering	Thomond Park Stadium Ltd
Built Environment	Easy2use Ltd
Electrical & Electronic Engineering	Big Learner
Applied Science	Lubdub Foods
Limerick School of Art & Design	Dalrymple Technologies Ltd
Mechanical & Automobile Engineering	Ard Ri Marble
Applied Science	Crum Wholefoods
Applied Science	Cara Partners
Limerick School of Art & Design	Fibonacci Ltd
Mechanical & Automobile Engineering	GK Smart Automation
Information Technology	SMT Tech Support
Applied Science	Freedom Ventures
Limerick School of Art & Design	Redback Biotek Ltd
Mechanical & Automobile Engineering	GlassVac Ltd

**Table 1:** Successful Large Projects September 2014 – August 2015

Project Name/ Description	Funding Source	Principal Investigator	Department/Centre	Amount €
EI IP 2014 0477 (A) Cara Partners Adding value to pharmaceutical industry side streams	Enterprise Ireland	Patrick Murray	Shannon ABC	231,393
EI CF 2014 4615 AIBIDS	Enterprise Ireland	Daragh Naughton	Mechanical and Automobile Engineering	287,042
FIRM 13SN401 Sensory Food Network Department of Agriculture	Dept. of Agriculture, Food & the Marine	Agnes Bouchier-Hayes	FoodDS	16,250
Horizon 2020 SEP 210129470 COMPET 07 2014 EDEN ISS	EU H2020	Michelle McKeon-Bennett	Applied Science/CELLS	315,968
EI IP 2014 0493Y Feasibility Study Banagher Concrete	Enterprise Ireland	Daragh Naughton	Mechanical and Automobile Engineering	11,700
EI CF 2014 0136Y Server GRC Technology for Server Governance - Feasibility Support Commercialisation	Enterprise Ireland	Ken Oakley	Information Technology	18,720
EI IP 2014 0491Y Feasibility Study Gadera	Enterprise Ireland	Bridget Breen	Shannon ABC	11,700
EI IP 2014 0476 The Development of a Novel Polycrystalline Diamond Catalyst Leaching Process	Enterprise Ireland	Daragh Naughton	Mechanical and Automobile Engineering	171,058
IP 2015 0504Y Feasibility Study Algae Health	Enterprise Ireland	Patrick Murray	Shannon ABC	11,700
Bord na Mona Horticulture Growing media from recycled glass	Bord na Mona	Daragh Naughton	Mechanical and Automobile Engineering	20,000
Switch on Stem Chemistry	SFI	Marie Walsh	Applied Science	3,600
EI IP 20150501 Production of natural sunscreen molecules	Enterprise Ireland	Patrick Murray	Shannon ABC	116,845
Wexford Strawberries Sensory Analysis	Wexford	Tracey Larkin	Applied Science/FoodDS	3,000
Train to NZEB Development Project Under Horizon 2020 649810	EU H2020	Ciaran Lynch	Development	161,743
EI IP 2015 0516 Ard-Ri Marble Mantle Pieces Ltd	Enterprise Ireland	Daragh Naughton	Mechanical and Automobile Engineering	168,433
				<b>1,549,152</b>



**Table 2:** Successful Innovation Vouchers September 2014 – August 2015

Company	Principal Investigator	Department	Amount
Thomond Park Stadium Co	John Cosgrove	Department of Electrical & Electronic Engineering	6,500
Mungo Murphy's Seaweed Co	Patrick Murray	Shannon ABC	6,500
Soft on You Headwear Ltd	Mairead Neill	LSAD Clonmel	6,500
ER Water Processing Solutions Ltd	Daragh Naughton	Department of Mechanical & Automobile Engineering	6,500
Purus Cleanroom Solutions Ltd	Tanya Beletskaya	Shannon ABC	6,500
Supervalu Killaloe	Tracey Larkin	Department of Applied Science	6,500
Crum Wholefoods	Tracey Larkin	Department of Applied Science	6,500
Newgrange Gold	Tracey Larkin	Department of Applied Science	6,500
SMT Tech Support	Gerry Guinane	Department of Mechanical & Automobile Engineering	6,500
Redback Biotek Ltd	Mark O'Leary	LSAD Clonmel	6,500
GlassVac Ltd	Daragh Naughton	Department of Mechanical & Automobile Engineering	6,500
Junior Golf Tour Ireland	Mark O'Leary	LSAD Clonmel	6,500
The Jungle Food Co	Tracey Larkin	Department of Applied Science	6,500
Lubdub Foods Ltd	Tracey Larkin	Department of Applied Science	6,500
Dalrymple Technologies Ltd	Mark O'Leary	LSAD Clonmel	6,500
Freedom Ventures	Tracey Larkin	Department of Applied Science	6,500
Egate Ltd	Mark O'Leary	LSAD Clonmel	6,500
Mi Bin Ltd	Daragh Naughton	Department of Mechanical & Automobile Engineering	6,500
GK Smart Automation	Daragh Naughton	Department of Mechanical & Automobile Engineering	6,500
Beeactive Ltd	Tracey Larkin	Department of Applied Science	6,500
Niro Engterprises Ltd	Mark O'Leary	LSAD Clonmel	6,500
Rigney's Farm	Tracey Larkin	Department of Applied Science	6,500
Mungo Murphy's Seaweed Co	Patrick Murray	Department of Applied Science	6,500
Electronic GP Ltd	Shane McAllister		6,500
Redback Biotek Ltd	Mark O'Leary	LSAD Clonmel	6,500
Easy2use Ltd	Fergal Hennessy	Department of the Built Environment	6,500
Big Learner	David Sims	Department of Electrical & Electronic Engineering	6,500
Croom Precision Tooling	Frances Hardiman	Department of Electrical & Electronic Engineering	6,500
			<b>188,500</b>

# ENTERPRISE

**LIT has the most extensive enterprise programme of any Higher Education Institution in the country supporting and operating 6 enterprise, acceleration and incubation centres across two counties. LIT provides entrepreneur development programmes and supports to startups, provides access to 2 LIT based seed funds, has a place on the national Steering Group with Startup Ireland for Startup Gathering, is a member of Startup Nations and co-founder of the Limerick Startup Leadership Group. LIT has recognised the need to take an active lead in enterprise development.**

## (A) ENTERPRISE PROGRAMMES

The total number of newly started programmes operated in this period was 5 with 3 others having started before the start of the period.

- New Frontiers Phase 2 (2014/2015) (12 people)
- New Frontiers Phase 3 (2014/2015) (10 people)
- New Frontiers Phase 1 (Apr/May 2015) (19 people)
- LEAP (2014/2015) (12 people)
- LEAP Croom (2014/2015) (7 people)
- TESS (2014/2015) (11 people)
- Franchise Start (21 people)
- Enterprise Start (17 people)

### 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 New Frontiers Programme is for entrepreneurs from early-stage startup companies in Ireland. The programme is open to applications over the age of 18, from a range 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. Ideal candidates:

- 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 partnered with IT Tralee to operate the New Frontiers programme in the Limerick and Kerry regions and also collaborated with UL in Limerick. LIT was successful in securing funding from EI for the programme:

- Phase 1 (April/May 2015) – Introductory Phase with 19 participants on a part-time evening programme over 6 weeks with one to one mentoring sessions Phase 2 (July - December 2015) – Development Phase with each participant attending weekly training, foundation sessions (unique to LIT, facilitated round table discussion with a framework for feedback from Q&A), guest speaker events, 1-1 meetings and mentorship. Participants received €15k of funding based on challenging milestones being achieved at their bi-monthly reviews.
- Phase 3 (Jan – Mar 2015) – Rollout phase / Commercialisation phase with introductions to investors, funding rounds etc.

The programme operates from the Hartnett Enterprise Acceleration Centre with all Phase 2 & 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 in Croom Community Enterprise Centre (CCEC) in Croom, Co 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;
- Typically not a hobby business or salary substitute business (e.g. consultant, 1 person company).

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

Following the loss of a key resource at CCEC in February 2015, 7 participants on the LEAP programme were transferred to the National Franchise Centre to continue the programme. All participants are provided with fully serviced office space for the duration of the programme.

## TESS

### 2014 - Supporting ca. 50 jobs in 2014

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;
- Typically not a hobby business or salary substitute business (e.g. consultant, 1 person company)

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

TESS is funded with the support of AIB and is resourced by LIT. There are 9 participants on the 2015/2016 programme (11 on the 2014/2015 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. The programme is now in its 4th year.

## 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 Q4 2015 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 broken up into several short modules and run part-time during the evening over 4-6 evenings and offers a real market-place perspective on what is involved in creating a competitive and sustainable commercial enterprise – it helps the participants to really stress test their business idea. The programme acts as a precursor to the LEAP programme.

## (B) ENTERPRISE CENTRES

- 2014/2015 - Total number of centres = 6
- 2014/2015 – Total number of centre Jobs = 159
- 2014/2015 – started programmes (New Frontiers – 41 (2 Cycles and 3 phases), LEAP NFC 12, Franchise Start 21, Enterprise Start 17, LEAP Croom 7, TESS 20 (2 cycles))
- 2014 programmes continuing into 2015 – New Frontiers Phase 2 & 3, LEAP & TESS.
- Total Number of Jobs Created (cumulative) = ca.680
- 66,000 s,q.ft of dedicated space in 2014.
- New centres in Development = 1.  
(International Fashion Incubator Limerick, IFIL)

## Overview

LIT has the most extensive enterprise centre programme of any Higher Education Institution in the country. With 6 active centres providing enterprise programmes and supports with a further 1 centre to come on stream. The following offers a short summary of each centre over the reporting period.

### Hartnett Enterprise Acceleration Centre (HEAC)

#### 2015 – ca. 93 Companies in 9 years employing ca. 370 people

The Hartnett Enterprise Acceleration Centre is LIT's Moylish on-campus incubator for innovation and growth driven business start-ups, HPSU's, in the Mid-West region of Ireland. Funded in part by Enterprise Ireland and named after John Hartnett, an LIT graduate and founder of the Irish Technology Leadership Group and SVG Partners, a VC company based 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 EI HPSU New Frontiers Programme is based at the Hartnett Centre. The centre provides space to a number of significant applied research centres, such as Shannon ABC, which support existing and new enterprise development in the region. The centre hosts a Speaker Series, weekly Foundathons, Intertrade Ireland Equity Advisory Clinics, VC Clinics, Mentoring, Pitch Competitions and more each year.

During 2014/2015 the centre saw growing companies like Accuvio and Cauwill Technologies move into offices in Limerick City Centre as they grew their companies and joined companies like Mobanode, and others like NVMDurance raising a series of finance and 4 others being awarded Competitive Start Funding (CSF) from Enterprise Ireland-Countdown, Mint Tek Circuits, VistorM and Vistrato. Hartnett Centre alumni, Shadowman Sports and Golfmiles, were awarded the next stage of HPSU funding from EI in addition to other investment.

### National Franchise Centre (NFC)

#### 2015 – Supporting the creation of 94 businesses since commencement (94/110 still operating)

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 LIT 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. The NFC also runs as a city incubator as host to the LIT LEAP programme. The NFC hosts numerous events

and activities during the year including Skillnets training, Chamber and NFC co-hosted events, LIT events, Weekly Foundathons, Guest Speaker Series and end of year centre pitch competitions. Ca. 170 people attended training in the centre outside of our core enterprise programmes during the period.

### **Thurles Chamber Enterprise Centre (TCEC)**

#### **2015 - Supporting ca. 50 jobs in 2015**

Thurles Chamber Enterprise Centre is a collaborative development between Thurles Chamber of Commerce and Limerick Institute of Technology. The Centre was established in 2012 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 offers 10 spaces for start-ups each year through its TESS programme. The Centre provides a modern, well-equipped and conveniently located range of facilities for the entrepreneurs of the area.

### **Croom Community Enterprise Centre (CCEC)**

#### **2015 - Supporting ca. 30 jobs since 2013**

Croom Community Enterprise Centre opened in May 2013. At the time, LIT 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 2014/2015 programme ran in CCEC with 7 participants until it moved to the NFC in February 2015.

### **Reddoor BIC – Newcastle West, Co Limerick**

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 2014 and supported the centre through activities like hosting coffee mornings and connecting business and startups in the region as well as launching a social media presence.

### **Questum, Clonmel**

#### **Opened in 2015**

Questum opened in the first quarter of 2015. Derek Blackweir, Questum Manager, began by overseeing the final stages of development. Throughout 2015, he has been actively engaged in promoting Questum and engaging with local businesses and other local regional enterprise support agencies. During the reporting period, a number of companies had taken residence in the centre. In January Clonmel Chamber of Commerce led the way with Eirechrome, One Box Vision, Covectra and VisionID signing up to move in to QUESTUM during the summer of 2015.

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.

#### **Examples of Activity/Events in Questum**

Questum has hosted and led a numerous activities since opening its doors in early 2015 including IDA itineraries, Chamber of Commerce events including 16 sets of Skillnets training and networking events and working on the annual Chamber Expo with local businesses and the 'Who to talk to' event as part of Tipperary Enterprise Week as well as LIT holding an event on Innovation and Collaboration in Questum that week also.

In April we hosted eDIGIREGION which is a unique collaborative project that brings together four high-potential research-driven clusters in diverse European regions (South East Ireland, Central Hungary, Castilla-La Mancha, Spain and Bucharest-Ilfov, Romania). The aim of eDIGIREGION is to use the triple helix partnership to plan, design and implement an ecosystem of research, innovation, creativity and commercialisation that supports the implementation of the EU Digital Agenda in each region.'

These are just examples, the centre has only just opened (ie. With furniture in common areas) so we are planning more activities for 2016.

### **International Fashion Incubator, Limerick. IFIL**

LIT worked with community partners, including Limerick Local Authority to find an appropriate site for the development of the International Fashion Incubator (IFIL). The iconic Merriman House was selected, a 10,000sq ft facility, situated in the heart of Limerick city Centre, less than 500m from the main LSAD campus in Clare Street. Scheduled to open in November 2015 the facility will initially house 50 students from the BA in Fashion Knitwear and Textiles programme, 15 postgraduate research students and designers in residence. With an ethos of innovation and entrepreneurship IFIL will start to develop its entrepreneurial activity in 2016.



## (C) ENTERPRISE LADDER FUND (ELF)

- 2012 - Raised over €350k to support enterprise development;
- 2013 - First companies benefit from the ELF Fund;
- 2013 - 2015 – further funding raised and 21 companies have received funding through the ELF Fund a further 2 companies received other supports,
- 2012-2015 – Combined amount awarded €350,399
- Ca. 122 Jobs have been created as a result of ELF & Ryan Fund Support since 2012.

LIT has established a seed fund to provide early stage financial equity for start-up companies. This seed fund focuses on supporting startup companies in LIT's enterprise centres. 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 that year.

The vision for ELF is to invest funds to assist the startup 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. ELF supports to date for a startup business have varied from €3,000 to €25,000 per enterprise.

21 companies are now benefiting from financial support through the fund since its launch with a total of €350,399 having been awarded.

### The Ryan Entrepreneurship Fund

- 2014 - Raised over €190,000 to support enterprise development;
- 2015 - The first companies (4) benefit from the fund
- 2015 - Combined amount awarded €43,000

The Ryan Entrepreneurship Fund is a seed investment fund launched in 2014 for start-up companies on LIT's Tipperary campuses and has been established in honour of the late Dr Tony Ryan. The Ryan Entrepreneurship Fund will provide support to startup 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 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.

## (D) 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.

### 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 that has established a 12,100 sq.ft enterprise centre on the LIT Thurles campus where a number of LIT enterprise programmes have been delivered in 2012 and 2013. LIT 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.

### Startup Ireland

Gillian Barry, Enterprise Development and Business liaison Manager was the Startup Limerick Coordinator for the Startup Gathering in 2015 and a member of the National Steering Group for Startup Gathering. The Startup Gathering formed part of the National Action Plan for Jobs. In preparation for the Startup Gathering which is scheduled to take place in October 2015, LIT organised the formation of the regional steering group who met a number of times a month, from May to Oct 2015. The steering group included the University of Limerick (UL), Mary Immaculate College (MIC), Enterprise Ireland (EI), IDA Ireland, Limerick Local Enterprise Office (LEO), Innovate Limerick, Dell, Startup Companies including Mobanode, Teckro, Bluechief Social, IBEC, Paul Partnership, Bank of Ireland, BDO, Grant Thornton and Shannon Chamber of

Commerce. As the lead LIT proposed the formation of a Startup Limerick Leadership Group which was agreed by the group. It is proposed that this a group will operate as a subgroup of Innovate Limerick.

### Community Organisations

LIT, through the Enterprise function, 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, works with the Learning Hub and sit on the board as Vice Chairperson. 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.

The LIT Enterprise function, in addition to other departments in the Institute, works with Limerick for IT and Limerick for Engineering. The LIT Enterprise function also works with Innovate Limerick, TechSpace, Coder Dojo, Network for Teaching Entrepreneurship, Foroige, Junior Achievement, SNS, Startup Weekend Limerick, Startup Grind, Network Limerick, Paul Partnership. The department also occasionally guest speaks at local schools.

## (E) LIT'S STARTUP BUSINESSES – HIGHLIGHTS OF 2014/5

Some of the businesses that LIT supports through its programmes, funds and centres continued to grow in 2014 as well as some major wins for alumni of the centre and programmes. The following are some notable achievements:

- Barry Lunn (LEAP alumni) and co-founder of Arralis secured €1.43m in contracts and also received further funding from their VC partners.
- Alex Schregardus, VisitorM, (LEAP alumni & resident of the Hartnett Centre) received CSF funding from EI as well as other investment. They are hiring as they continue to win contracts in Ireland, UK and Europe.
- NVMDurance (Hartnett Centre resident) continued to raise funds. In August 2014 they announced that another \$800k was raised.
- Glynn of Glynn Technical Diamonds (New Frontiers Alumni) partnered with LIT on an Innovation Partnership and Charlie Glynn won IBYE for the Clare region.
- Michael Newham, Mover (New Frontiers and ELF), awarded €150k from Frontiers Cities EU Fund to develop an innovate car sharing solution.
- Shane McAlister (ELF awardee and LEAP and Hartnett Centre Alumni) continues to grow Mobanode and started a new venture called Furious Tribe.
- Shane McCarthy, Bluechief Solutions (LEAP, New Frontiers Alumni and ELF recipient) leads the first Startup Weekends in Limerick which is supported by Google for Entrepreneurs.

- Shadowman Sports (LEAP & Hartnett Centre Alumni) Partners with USA Football, the national governing body of the sport, announced a three-year partnership with Shadowman Sports in June 2015.

## (F) ENTERPRISE EVENTS

### August 2014 to September 2015 – ca. 1,500 attended LIT Enterprise Events

Limerick Business Week – Over 100 people attended LIT events LIT held two public events during Limerick Business week as well as hosting clinics with students

- 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, part of the New Frontiers team 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 McNamara 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 shared 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.
- 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.

### Limerick Chamber 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. LIT play a significant role in the Awards process and the Enterprise function present the Best Emerging Business Award. The winner in 2014 was Martina Skelly of Yellow Schedule.

### Marketlink Entrepreneur & Market Day Event

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 60 students attended the Marketlink briefings and over 1,000 people took part in the Market day event at which the participant students must pitch and sell throughout the day. The money raised goes to charity.

### EI Student Entrepreneur of the Year

The Enterprise Development Office ran a campaign to engage Students in the Enterprise Ireland Student Entrepreneur of the Year competition. We hosted clinics with students and worked on their ideas with them. One student stood out and we worked and mentored the student together with his own academic mentors. Rob Laffan went on to win not only this prestigious All-Ireland competition but also won two further innovation awards with Engineers Ireland. Rob Laffan is now on the EI New Frontiers Programme hosted at the Hartnett Enterprise Acceleration Centre.

As a result of the win, LIT will host the all island competition in June 2016.



### LIT €120k Startup Business Awards

Since 2007, this competition 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 entrepreneur 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 11th of June 2015 brought together all the companies who took part in LIT Entrepreneur Development Programmes for the period 2014/2015. It was a well-attended event (300 attendees) and a true celebration of the Enterprise and Research Development Activity which is taking place at the Institute. The session featured a live pitch competition, business exhibition and also served as a graduation ceremony for participants on LIT's start-up programmes across its regional sites in Limerick City, County and Tipperary. Emmy Award winning Gina London featured as the guest speaker. Gina is a veteran anchor and correspondent with CNN and internationally recognised communication specialist was on hand at the event to give her expert advice on business communications. An engaging speaker from the US who has lived all over the world she promoted the theme of "grabbing opportunity with both hands" and working together as a community and country to connect, communicate and continue to develop the great business culture we have in Ireland. A Fireside Chat was held with past participants of Enterprise Ireland's Entrepreneur Development Programmes at – Adrian Fleming, Accuvio, Gillian Horan, the Pudding, Gleann Pearson, GMT Connect, Rose Lenihan, Dionergy, Nuala Kelly, Bubbleskool and Conor Gavin, Golf Voyager.



LIT invited key people from Enterprise Ireland and the Local Enterprise Office and other support agencies and organisations. Sponsors of the competition included Bridgewater Management, AIB, Grant Thornton, Limerick Chamber, Holmes O'Malley Sexton, Cruickshank and The Discovery Partnership Ltd. Limerick Craft Hub's Clare Jordan provided a beautiful painting with ceramic detail as a gift to our keynote speaker on the day.



## Startup Gathering – Townhall Event (May)



The Startup Gathering was an action in the Action Plan for Jobs. LIT, through the Enterprise function, led the coordination of activity in the Mid-West Region. Gillian Barry was on the National Steering Group chaired by Minister Jed Nash T.D from the Department of Jobs, Enterprise and Innovation in Government offices in Dublin. The Gathering itself falls outside of this reporting period. However, a number of events took place in the lead up to the Gathering in October 2015. LIT hosted the Startup Gathering first townhall meeting to 89 attendees. The largest gathering in the country. The Startup Gathering is part of the Action Plan for Jobs and supported by the Department of Jobs, Enterprise and Innovation. The gathering included speakers from the startup community as well as Gillian Barry from LIT and from Startup Ireland Co-Founder Eoin Costelloe.



## 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 Skillnets and Chamber and client events in all Centres. Also, each centre host Breakfast Club meetings, lunch time events and coffee mornings as well as programme events like Foundathons each week. The Enterprise function was also involved in and supported Startup Weekends, Limerick and some of the City of Culture events.

## OTHER ACTIVITIES

Other activities organised and/or supported throughout August 2014 to September 2015 included

- Support for the IT for Limerick initiative.
- Started a Startup Limerick and Startup Twitter account – approximately 2k followers so far.
- 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.
- Community Activities (Limerick Civic Trust, Learning Hub, Campus Engage, Limerick City Build).
- IDA FDI itineraries.



## DEVELOPMENT UNIT

### BACKGROUND

The Development Unit (DU) based on the Thurles Campus, Tipperary is well established and has responsibilities extending to the whole of LIT. There are two main divisions based within the Development Unit these are the Social and Sustainable Community Development and the Renewable Energy and Sustainable Building Research and Development. The work carried out within the Development Unit is extensive and diverse including the facilitation of development projects, acting as liaison with the Head of Research for Tipperary-based projects, participation with EU funded projects, consultancy activities in public and private sectors, coordination of the Innovation Vouchers and provision of assistance to the Manager of Enterprise Development and Industrial Liaison with regard to enterprise development in Tipperary and particularly the centres in Thurles and Clonmel. The DU has engaged with public bodies, communities and enterprises in conjunction with the relevant LIT faculties, departments and functions and also assists with 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 required.

#### Activities of the Development Unit

During this period the Development undertook a wide range of activities. These included:

- Development projects;
- Consultancy projects;
- Networking activities and projects;
- Operational responsibility for the Thurles Chamber Enterprise Centre and Questum, the research and enterprise centre in Clonmel. (Questum is reported on within the Enterprise Section);
- 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 EU funded project concluded during this period. It followed on from the very successful Concerto-funded SERVE project and commenced at 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.

The SUSTAINCO project completed the tasks in 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.

### REPUTE

Repute - 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 have been working 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 closed 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 2014/15 the project fulfilled its tasks with a final conference tour with a renewable bus driving from Scotland down to Portugal. The main roles of LIT were the development of a website,

publishing a regular newsletter, contributing to the state of the art guide, hosting a partner meeting and providing a project video. View the project on [www.Reputeproject.eu](http://www.Reputeproject.eu)

### Time to Change Programme

This programme continued in the period covered by this report and as of now over 600 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 Middleton.

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 V Programme (COMPETENCE ENHANCEMENT IN SUSTAINABLE BUILDING THROUGH EUROPEAN MOBILITY) evolved from the successful CESBEM I project run in 2009/10, the CESBEM II project run in 2010/2011, the CESBEM III Project run in 2012/2013 and the CESBEM IV run in 2013-14. They are aimed at craftspeople in the construction sector to provide up skilling in the field of energy efficiency in buildings. Approximately 400 people completed projects I, II, III, IV and V. The project has been supported by Leargas, under the European Union's Leonardo da Vinci Mobility programme. This series of programmes finished in 2015 as the funding mechanism was discontinued.

#### CESBEM V consisted of the following training and was completed in May 2015:

- 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 V Programme 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 III Programme was 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 and II Programmes. This series of programmes was completed in mid-2015 as the funding mechanism was discontinued.

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 aimed 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) evolved from the successful CESBEM and HEATPlus projects run by the Development Unit. It was 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 was 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 took place over a two week period and a total of 60 people were trained as part of the project.

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);
- Are 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 2014/15 the programme concluded and all 60 participants gave extremely positive feedback and all stated that it was an excellent learning experience.

The REMSOB programme finished in June 2015 as the funding mechanism was discontinued.

## A2PBEER

A2PBEER is a four year research project partially financed by the 7th Framework Programme and seeks to develop a cost effective, "energy efficient retrofitting" methodology for public buildings, drawing on the expertise of over 21 partners from 11 European countries. The main focus of the project is to develop integrated systems for the efficient retrofitting of non-residential buildings with a focus on public buildings. It will include the monitoring and retrofitting of 3 demonstration sites in Sweden, Turkey and Spain using innovative technological solutions. Developing prototypes to include high performance kits for the envelope, smart windows, fibre optic lighting and dual thermal networks will reduce the energy usage by 50%. A blended training programme and development of a support guide toolkit will be produced to assist with the training skills and replicability of these prototypes across all public buildings in Europe.

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.

The main roles of LIT are to develop the website and logo and disseminate a communication campaign, partake at a number of international project meetings, develop a survey for those who would be expected to partake in the training programme, develop the training material and support guide toolkit and implement the delivery of the training at relevant workshops.

## QualiBuild

Following on from the BUSI I 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 with the principal focus on the target group of craft workers and general operatives in the building construction sector.

QualiBuild is part of a European wide initiative to develop National Roadmaps on training and upskilling construction workers so that Member States can meet their 2020 energy targets. The QualiBuild project will set clear objectives and actions to train the trainers in the energy and construction sector and upskill the building construction workers in this vital field of quality energy efficient building. Further assistance will be in the form of a national registration system which will assist construction workers in further up-skilling and assist with improving the energy efficiency of the building stock in Ireland.

### The QualiBuild project is carrying out the following tasks;

1. Develop a Foundation Energy Skills Programme for the target group of construction workers.
2. Implement a Train the Trainers programme to increase the knowledge and competency of trainers involved in construction training.

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.

3. 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.
4. 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, workers and home owners. The website can be viewed at [www.Qualibuild.ie](http://www.Qualibuild.ie).

#### 5. 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. A proposal for a Continuous Professional Development (CPD) scheme for trainers in the construction sector is also to be developed.

### Qualification and Training Schemes

The Train the Trainers programme which will increase the knowledge and competency of trainers involved in construction training in Ireland was carried out in 2 phases with training content available in hardcopy and online.

- QQI Hetac Level 6 or 7
- 100 people trained
- Nationally validated programme
- Programme structure, content transferred to National Agency at end of project

A Foundation Energy Skills Programme targeted at all construction workers was carried out in 2 phases with content available in hardcopy and additional resources available on-line at [www.Qualibuild.ie](http://www.Qualibuild.ie)

- QQI Fetac Level 5 6.
- 200 people trained
- Nationally validated programme.
- Programme structure, content transferred to National Agency at end of project.

The training aspects of the project were significantly advanced during the year with phase 1 for both courses being finalised and highly praised. The next phase of the project is to establish a sustainably funded national roll out ready to hand over to relevant bodies.

LIT is the main coordinator for the project which requires constant monitoring and regular exchanges with the EU Commission. The other duties include developing the content and delivery of the Foundation Energy Skills Programme, validated and final reviews, develop the website and ensure appropriate communication and attendance at events, assist with strategies for sustainable funding and the development of the register.

### T2NZEB

Train to Nearly Zero Energy Buildings is a 36 month EU funded project which commenced in July 2015.

The main aim of the project is to establish a functioning network of training and consultation centres (Building Knowledge Hubs, BKH) in the area of the construction sector, providing practical trainings and complex consulting services on the execution of nearly-zero energy building (NZEB) projects for construction workers and specialists according to the BUILD UP Skills national roadmaps. These hubs will be located in Bulgaria, Romania, Czech Republic, Turkey and Ukraine. LIT and PHI in Germany are the peers for executing the training and kitting out the hubs.

LITs role include the design of a business plan template and the designing/setting up of BKHs as well as assisting with the evaluation of the training courses and the evaluation of training plans.

### SESBA

Social Enterprise Skills for Business Advisors started in October 2015 and will be completed in Sept 2018. The SESBA project aims to develop a training methodology and a consulting toolkit that will enable business advisers to expand their competencies in order to provide tailored services to social entrepreneurs. Thus the profile of business advisors will become even more market relevant and tools will be provided for the development of solid support structures in social economy. The method that will be used in the project can be summarized as: Combination of academic research, research at national level and field research among stakeholders for clear need identification. Identified needs will be addressed through the development of training material and consulting techniques, building on best practices. Defining desired learning outcomes and designing an assessment methodology ensures objective achievement. Pilot training and application allows for testing and improving the project products. The development of an electronic platform increases flexibility and accessibility.

All those active in business advising and social economy will be invited to participate either in the research activities or in the events and training activities presenting the project products.

LITs role - Development of training course delivery and training material and the evaluation of the training plans. Coordinating and implementing training workshop for trainers.

### FREED

FREED project (Funding Resources for innovation in Energy Enterprise Development) was approved during this period and will commenced in 2016. It intends to develop a SME business innovation in the Northern Periphery and Arctic region, NPA serving the needs of the communities throughout the region with particular (though not necessarily exclusive) reference to energy sectors.

FREED is designed to improve the innovation environment within the region and encourage more outward-looking attitudes towards innovation across the region.

- It will introduce innovations not otherwise available to the region.
- It will attract entrepreneurs who would not otherwise seek to do business in the region.
- It will stimulate private investment in the region's economy which would otherwise be made in other regions



The Work Programme is designed to work with existing innovation programmes and local SME's and indeed to create new SME's to deliver energy innovations for target groups that include the market sectors in the NPA Regions that are most in need of innovation, especially relating to energy. FREED will thereby provide a service that results in the creation of at least 6 new revenue streams in SME'S in each of the 5 partner regions from the introduction of innovations in energy sectors for markets throughout the NPA region and beyond. The new business this will generate will create at least 40 new jobs in the short term. In the medium term, this will change attitudes to innovation and behaviour among SME's and intermediary actors, which in the longer term, will translate into a higher level of innovation and competitiveness in the NPA Region. The most practical consequence of this will be the increase in economic activity, capacity building, jobs and enterprise.

## INNOVATION VOUCHERS

The Development Unit has responsibility for co-ordinating 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 were established and their implementation commenced. 29 Innovation Vouchers were commenced during this period, representing an income to the Institute of €188,500 when completed.

## CONSULTANCY PROJECTS

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 was 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. This work was completed in 2015.

Training Needs Analysis for County Tipperary. This work was commenced in 2014 and was completed in 2015 with a final report being delivered to the commissioning bodies, Tipperary County Council, County Enterprise Boards, Enterprise Ireland, Teagasc and the Local Development Companies.

Roscrea Community Survey and Needs Analysis. This work was commenced in 2014 and the report was completed and delivered in 2015.

Health Needs Assessment for the Cashel Area. This work was carried out for the HSE. It was commenced in 2012 and a Draft Report delivered in 2014.

Research on Dementia and Dementia Services under the Genio project. This work was commenced in 2014 and continued in 2015. A Draft report was delivered at the end of 2015 (outside this reporting period).

Local Authority Renewable Energy Strategy Training. This project was carried out in conjunction with the TEA and was funded by the SEAI. It involved the delivery of training on consultation methods for the preparation of Local Energy Plans.

## Projects active during the period

Project title	School Dept.	Total LIT value €	Contract end date	Funding Source	Principal Investigator
Cesbem IV	Dev Office	172,575	June 15	Leargas	C Lynch
Heatplus II	Dev Office	172,575	June 15	Leargas	C Lynch
REMSOB	Dev Office	138,435	June 15	Leargas	C Lynch
Sustainco	Dev Office	217,028	2015	EU	S Hoyne
A2PBeer	Dev Office	272,833	2016	EU	S Hoyne
Endurance	Dev Office	79,457	2016	EU	C Lynch
Repute	Dev Office	60,000	2015	EU	C Lynch
Waterford City and County Community Forums	Dev Office	4,500	2014	WCCC	C Lynch
Training Needs Analysis	Dev Office	4,500	March 2014	Tipperary County Council	C Lynch
Time to Change	Dev Office	20,000	Dec 2014	SECAD	C A O'Connell
LARES	Dev Office	5,000	Ongoing	SEAI	C Lynch
Dementia Research	Dev Office	Pro Bono	Dec 2015	N/A	C Lynch
Health Needs Research	Dev Office	Pro Bono	October 2014	N/A	C Lynch
Roscrea Community Study	Dev Office	Pro Bono	August 2015	N/A	C Lynch

## 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
Tipperary County Council Economic Development SPC	Member	Public Body
Tipperary County Council LECP Steering Committee	Member	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 (and Tipperary Sports Partnership following amalgamation with South Tipperary Sports Partnership)	Chair and Member	Company
Tipperary Energy Agency	Chair and Member	Company
Communities Creating Jobs	Board Member	Company

## OTHER ACTIVITIES

In addition to the above the development unit contributed to a wide range of engagement activities during the year. These included –

- Facilitation of the LECP process in County Tipperary
- Organisation of a number of important events in collaboration with others including the Who to Talk To event with the LEO in Tipperary
- Membership of the LEADER Evaluation Committee for the Department of Enterprise, Community and Local Government
- Membership of the Expert Advisory Group for the implementation of the CEDRA Report
- Membership of the Waterford, Carlow, Athlone and Dorcheda Boundary Committees
- Presentations at a number of conferences including the Irish Planning Institute, the Royal Town Planning Institute, Engineers Ireland, EU Energy Week in Brussels,

Through the Development Unit LIT also participated in the President of Ireland's Ethics Initiative during this period. This involved the organisation, in collaboration with UCC and UL, of a number of community discussion forums, the preparation of a report and attendance at a number of events in Áras an Uachtaráin. The work of LIT was acknowledged at all these events and is included in the final report launched in February 2016.

## LIT FOUNDATION ACTIVITY

The LIT Foundation activity 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 Foundation Advisory Board 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 choose to.

Initiatives worked on to date to support the creation of this platform of stakeholders include the following:

### LIT FOUNDATION ADVISORY BOARD

Creation of the LIT Foundation Advisory Board 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 ongoing 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 which commenced in September 2015;
- Limerick Chamber of Commerce leading to the establishment of the National Franchise Centre and the creation of over 94 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, supporting the inaugural and highly successful Young Innovators programme with over 1,000 participants leading to an annual event ;
- 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 "High Potential Social Entrepreneur Programme" incorporating a special purpose award from LIT for their training programmes and integrating it with LIT's Enterprise Ladder;
- Partnerships developed with local community centres as part of an integrated "pathways to education" focus with the planned Community Engagement Gateway.
- Partnership with Limerick City and County Council to obtain support for the Community Engagement Gateway project from the Department of the Environment Community and Local Government Regeneration programme.
- €4M pledge received for the Community Engagement Gateway project representing 22% of the overall cost.

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 in excess of €6.5M. These include donations for the Leaders@LIT student scholarships, seed fund support for start-up companies and enterprise centre infrastructure as well as a €4M pledge for the Community Engagement Gateway capital programme.

### STUDENT SCHOLARSHIPS:

Through support from friends and donors of the LIT Foundation, LIT has supported student scholarships over their 4 year curriculum for 36 students to date collectively valued at €500,000 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 €650,000 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. An initial pledge of €4M has been obtained from the JP McManus Benevolent foundation. Being a medium to long-term project, progress on this campaign is ongoing and on schedule.





**Campus 2030 - Our Places sets out key objectives which set the design ambition to deliver Teaching and Learning spaces to the highest standard informed by international best practice while also reflecting the unique educational ethos and philosophy of LIT.**

# **CAMPUS PLANNING & DEVELOPMENT**





## ESTATES DEPARTMENT - CAMPUS 2030 – PROJECTS COMPLETED DURING 2014 / 2015

The 2014/2015 academic year saw the development of design projects across the different campus locations. Space availability and quality continues to be a constraint and energy continues to be invested in the development of longer term solutions to address this need.

*Campus 2030 – Our Places* sets out key objectives which set the design ambition to deliver Teaching and Learning spaces to the highest standard informed by international best practice while also reflecting the unique educational ethos and philosophy of LIT.

*Campus 2030* 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 are therefore of two types. 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 avoiding factory shutdowns during peak holiday periods.

### Sportslab, Strength and conditioning facility (Thurles)

Construction was completed on this significant project on the Thurles campus and the teaching commenced in the facility in January 2015. The facility provides 900m<sup>2</sup> of elite training facilities enabled by flat teaching and changing facilities. The building was officially opened by Minister Alan Kelly TD and Pdraig Harrington in April 2015. This facility provides an essential platform for the development of programs and other activities on the Thurles campus.

### INTERNATIONAL FASHION INCUBATOR LIMERICK (IFIL)



LIT's city centre presence and profile was significantly enhanced by the opening of the IFIL facility in Merriman House, a high profile location at Lock Quay. IFIL brings LIT right into the city centre; ideally located between the Clare St Campus and LIT's Georges Quay buildings.

The former office building has been leased by LIT and fitted out to a high standard to deliver a unique facility providing teaching, learning, and research space for undergraduate and postgraduate students of fashion and knitware, as well as much needed space for the incubation of new businesses and brands in the fashion industry. 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.



### CNC Lab

A significant investment in high technology CNC precision metal cutting equipment enabled the delivery of a CNC lab at Moylish. This innovative space has both the CNC cutting equipment and a computer lab, combining Computer Aided Design & Computer Aided Manufacturing in one space.

This CNC lab provides facilities for Precision Engineering programmes, as well as other Mechanical Engineering programmes, and will ultimately be relocated to Coonagh as part of the National Precision Engineering Hub.

### Food Sampling Lab

A food sampling lab has been delivered in the Hartnett Enterprise Acceleration Centre at Moylish. It provides a customized facility for recipe development, food photography & styling, consumer research, focus group studies, and sensory analysis; allowing Foods@lit to continue to broaden their range of services to industry.

### Teaching Spaces Upgrades

Continuing the upgrading of teaching facilities across the estate, and implementation of new LIT design standards; 3 new teaching spaces were delivered at Moylish: 2 generic flat teaching spaces and 1 multipurpose lab.

In addition a new Interior Design Studio space was provided, as well as 2 dedicated spaces for Social Care (Moylish & Thurles) and additional Animation and Photography studios at Georges Quay.

## OVERVIEW OF ENERGY USAGE IN 2014

The main energy users at Limerick Institute of Technology are the main campus building in Moylish Park (50.4 % of total), the School of Art & Design, Clare St (17.3 %) , Satellite Buildings in Moylish Park (8.3%) and Tipperary Campuses (24%). 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 2014, LIT consumed 9,368 mWh of energy, made up from:

- 4,110 mWh of electricity.
- 5,259 mWh of natural gas.

### Actions taken in 2014

- Fitting extra corridors and some Labs areas of main building with low energy LED lighting.
- Continue with pipe insulation in main building and Clare St campus.
- Control heating temperatures & times.
- Continue attending SEAI Energy Management Workshops.

### Actions planned for 2015

- Continue with sub monitoring of electrical distribution boards to identify high users.
- Continue with pipe & general insulation in main building and Clare St campus.
- Participate in SEAI Monitoring & Reporting plan to 2020
- Drafting an energy management policy for all LIT buildings
- Carry out Energy Audit as per SEAI directive.

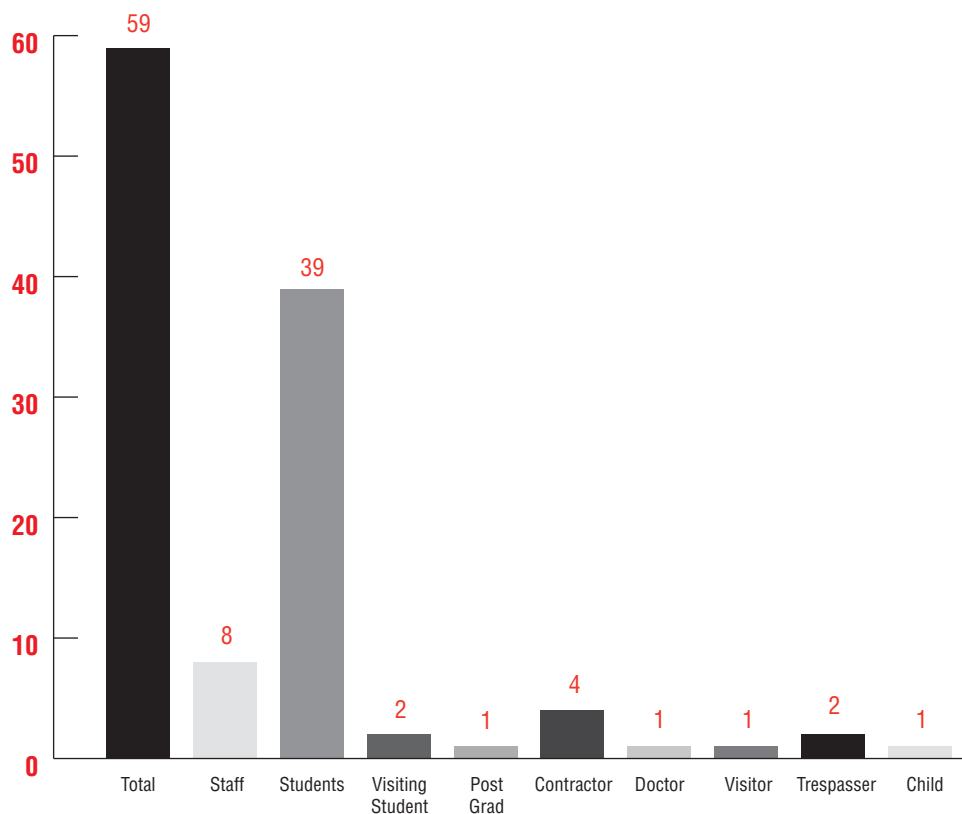
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## SAFETY & FACILITIES

### Safety Advisory Committee

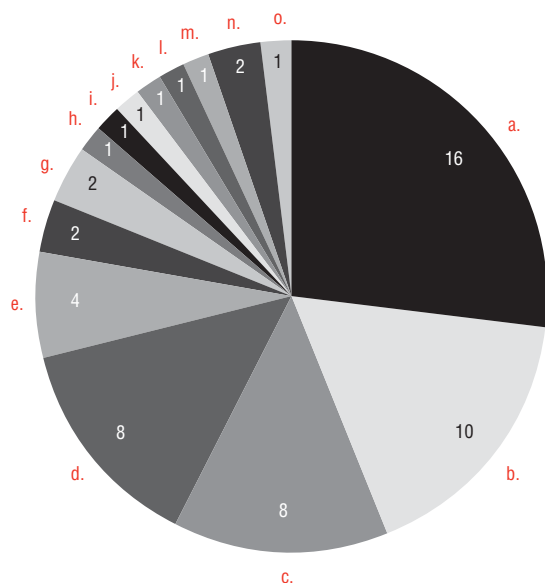
The Safety Advisory Committee continued its work having met each term during the year. The Terms of Reference and membership was revised to reflect current Institute structures.

## Accidents 1st September 2014 - 31st August 2015





## Accidents by Department 1st September 2014 - 31st August 2015



- |                 |                     |
|-----------------|---------------------|
| a. Humanities   | i. Estates          |
| b. Mech & Auto  | j. International    |
| c. LSAD         | k. Hospitality      |
| d. Science      | l. Sports & Finance |
| e. Contractor   | m. Social Services  |
| f. Student Serv | n. Trespasser       |
| g. Finance      | o. Child            |
| h. Electrical   |                     |

### Fall Arrest

All fall arrest systems and associated equipment were tested and examined. Fall arrest systems were provided for the prefabs, Moylish Campus and Printmaking, Clare St. Campus. Additional harnesses and glides were provided for use by students in the Millennium Theatre.

### Fire Safety

All fire suppression systems, fire detection & alarm systems, fire extinguishing systems, smoke ventilation systems and emergency lighting systems were tested and examined in compliance with legislative requirements and best practice.

The gas supply slam shut valve was interconnected to the fire alarm panel in Clonmel.

### Health Screening

Fifty nine members of staff availed of the health screening initiative which commenced during European Health & Safety Week.

### Training

Staff availed of training on Manual Handling, Occupational First Aid, Occupational First Aid refresher, Safe Pass, Gas Handling, Fire Detection and Alarm Systems, Classification, Labelling and Packaging Regulations and Slip, Trip and Fall Guidelines.

### Safe Talk (Suicide Alertness for Everyone)

Safe Talk training was provided for staff and students in Moylish, Clare St and Clonmel.

### Slips, Trips and Falls

Guidelines on Preventing Slips Trips and Falls was approved by the Safety Advisory Committee. "Over the Spill" kits were provided throughout all Campuses.

### AEDs

New batteries and electrodes were provided in the defibrillators in Thurles and Clonmel. The defibrillators in Limerick were equipped with new electrodes.

### Accessibility

The passenger lift in Thurles was upgraded to evacuation standards.

### H.S.A.

Inspectors from the Health & Safety Authority conducted an inspection of the passenger lifts in Moylish Campus.

### Gas Safety

All gas detection and alarm systems together with the associated equipment were tested and examined to ensure safe operation. A LPG detection system was installed in Thurles Campus.

### Mechanical Workshops

The old duckboards at the machines in the Mechanical Workshops were replaced by anti-fatigue mats.

### Electrical Safety

Emergency lighting circuits and associated equipment were tested and examined in compliance with I.S. 3217:2008.

The emergency lighting system in the Educational Block, Moylish Campus was replaced and upgraded.

All RCDs were tested at each power distribution panel throughout the entire Institute.

PAT Testing was carried out on in excess of 3,500 portable appliances.

Thermal Imaging was undertaken at all electrical distribution boards in each Campus.

### Statutory Testing

Irish Engineering Services carried out statutory testing on all air compressors, heating boilers, calorifiers, steam irons, passenger lifts, ropes, hoists and lifting gear, scaffolds, elevating platforms, garage equipment, lighting and stage equipment in the Millennium Theatre.

### Legionella

All cold water storage tanks were cleaned and disinfected to prevent the presence of legionella bacteria.





**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).**

# **HUMAN RESOURCES REPORT**







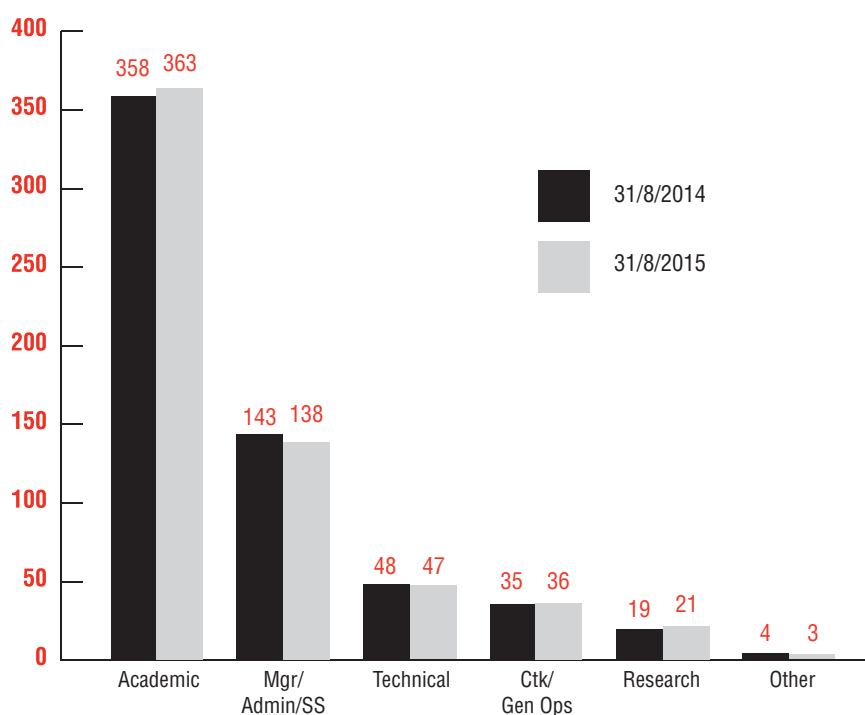
## 7.1 HUMAN RESOURCES REPORT

### ACADEMIC YEAR: 2014/2015

#### NUMBER OF STAFF BY CATEGORY (headcount figures)

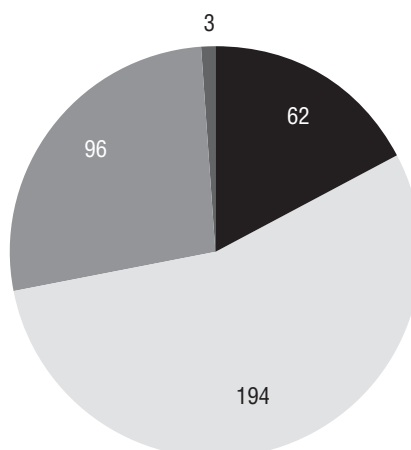
	As at 31/08/14 (PWT/Pro-Rata/Fixed Term/ CID's/ Non-Academic Part-timers)	As at 31/08/15 (PWT/Pro-Rata/Fixed Term/ CID's/ Non-Academic Part-timers)
Academic Staff	358	363
Executive/Senior Management/ Admin/Library/Student Services	143	138
Technical Staff	48	47
Caretakers	16	16
PT General Operatives/Support	19	20
Research Staff	19	21
Other (surplus)	4	3

#### STAFF BY CATEGORY



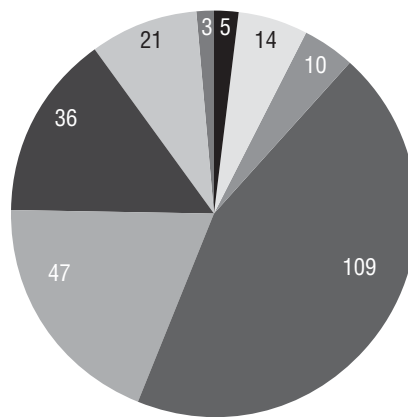
#### ACADEMIC STAFF BY FACULTY / SCHOOL

Art & Design incl. Art, Mult & DP	62
ASET	194
Business & Humanities	96
Other	3

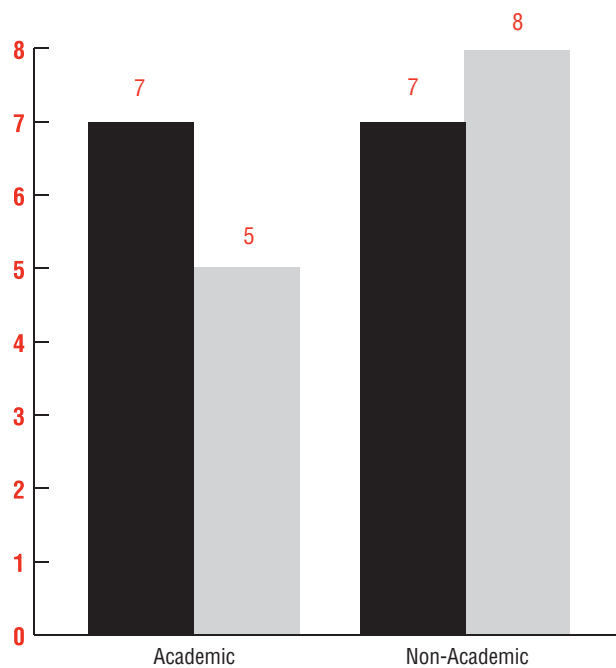


## NON-ACADEMIC STAFF BY GRADE

Executive	5
Managers/Officers	14
Student Services	10
Admin/Finance/Library	109
Technical	47
PT Gen Ops/Support/Ctk	36
Research	21
Other	3

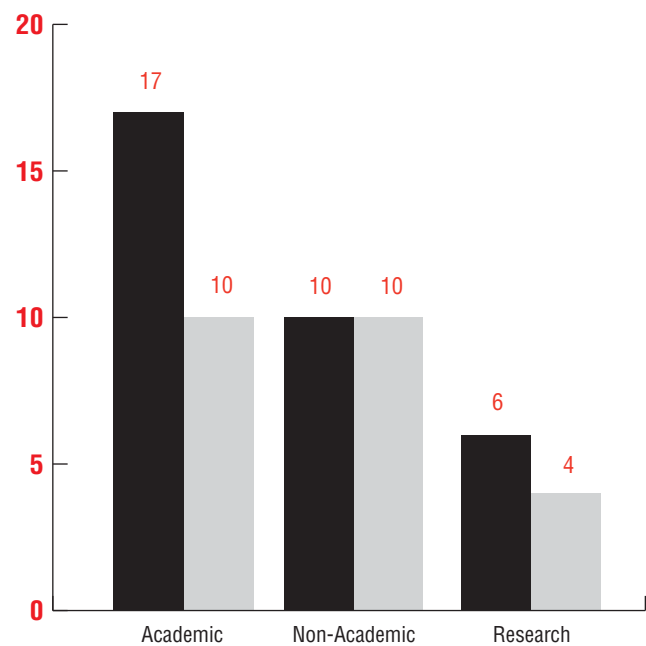


## CAREER BREAKS/SECONDMENTS



31/8/2014 31/8/2015

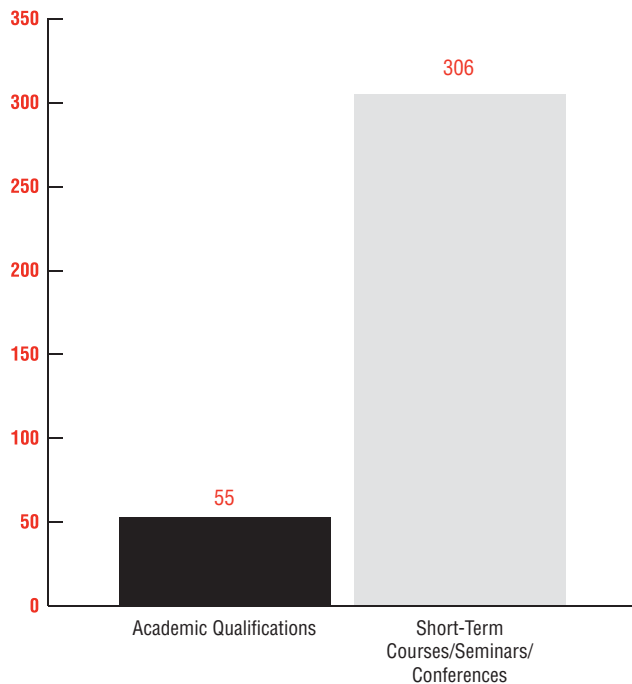
## STARTERS AND LEAVERS



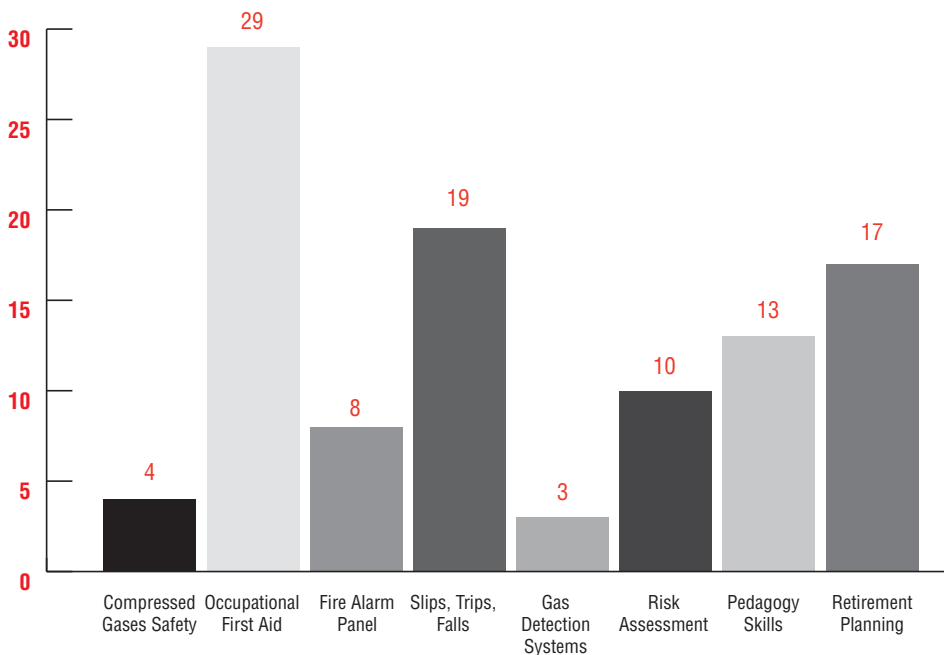
Starters Leavers

## 7.2 CONTINUING PROFESSIONAL DEVELOPMENT

### Number of Institute funded courses

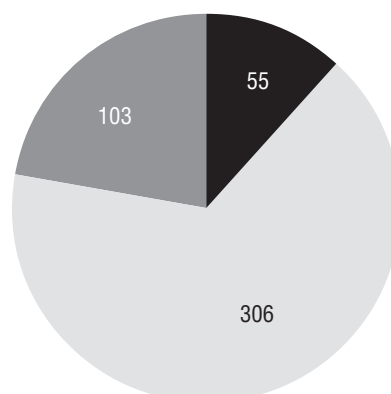


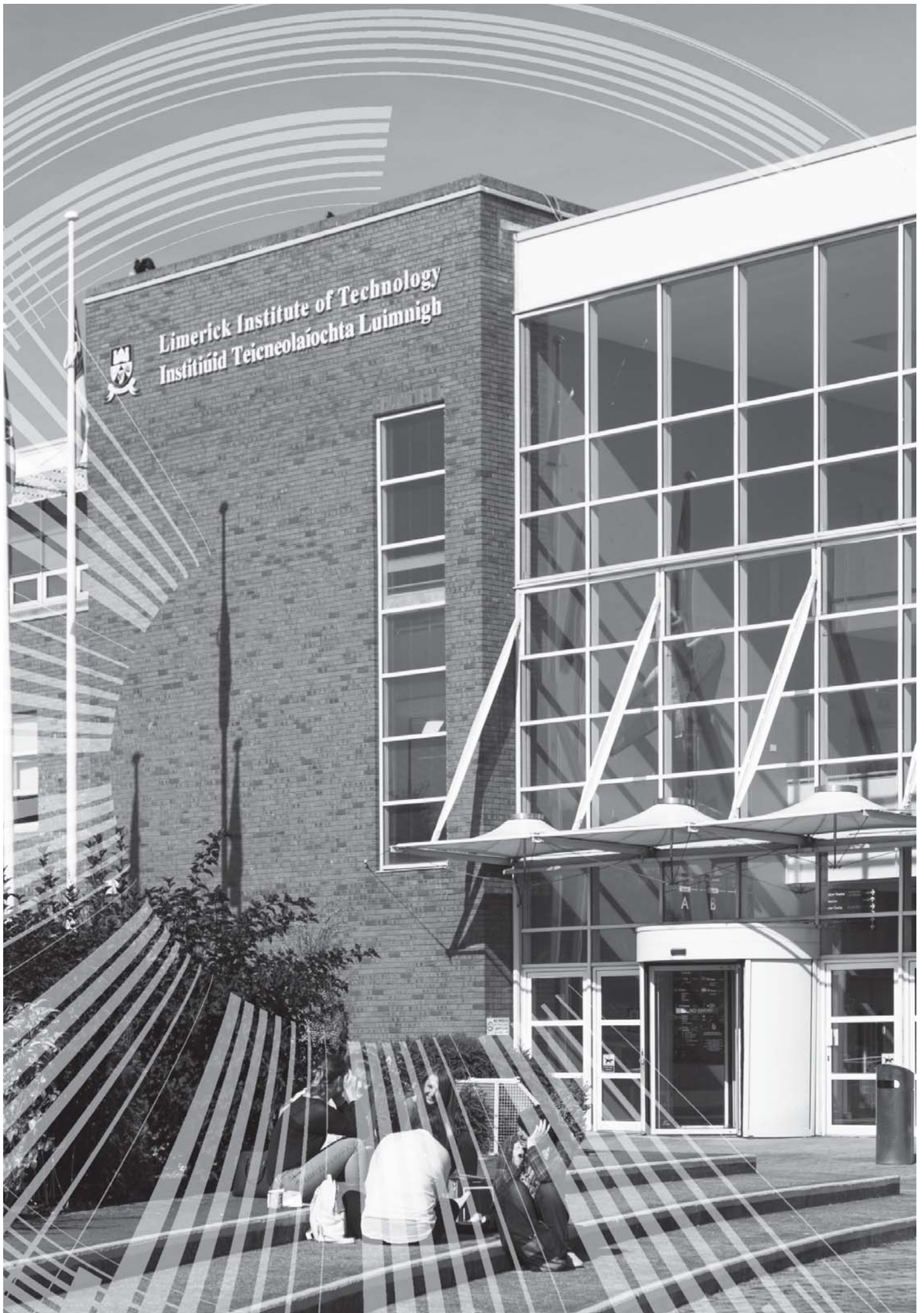
### Attendance at internally run courses



### CONTINUING PROFESSIONAL DEVELOPMENT OVERVIEW

Academic Qualifications	55
Short Courses / Seminars / Conferences	306
Internally Run	103







**The financial statements for the year ended 31st August 2015 were audited by the Comptroller and Auditor General and approved without qualification on the 28 September 2016.**

# **FINANCIAL REPORT**





Limerick Institute of Technology  
Institiúid Teicneolaíochta Luimnigh

08

NO SMOKING  
IN THIS AREA  
PLEASE DO NOT SMOKES  
HERE AT ANY TIME

NO SMOKING  
IN THIS AREA  
PLEASE DO NOT SMOKES  
HERE AT ANY TIME

## 8.1 FINANCIAL REPORT 2014 – 2015

The financial statements for the year ended 31st August 2015 were audited by the Comptroller and Auditor General and approved without qualification on the 28/09/2016. Extracts from the financial statements are attached.

The Financial Statements for 2014/2015 reflect the ongoing reduction of funding available to the HE sector. The level of expenditure by LIT reflects a planned 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. This investment is in line with the Campus Development Plan-Campus 2030. It is of significant concern to LIT and the IOT sector that the capacity of the sector to respond to growing student demand is being severely limited by the lack of capital funding.

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 phase 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.

LIT's overall financial position remains relatively stable within the sector but the lack of structured capital funding has become a serious limiting factor to enable urgent refurbishment and future capacity growth.

## CONSOLIDATED INCOME & EXPENDITURE ACCOUNT FOR THE YEAR ENDED 31 AUGUST 2015

	Note	2015 €000's	2014 €000's
<b>INCOME</b>			
State Grant	1	24,516	23,735
Tuition Fees	2	19,122	18,621
Amortisation of Deferred Capital Grants	18	2,387	2,517
Research Grants & Contracts	3a	4,431	5,071
Strategic Innovation Fund	3b	-	889
Student Support Funding Income Recognised	4	599	780
Other Income	5	3,414	2,985
Interest Income		117	224
		<b>54,586</b>	<b>54,822</b>
<b>EXPENDITURE</b>			
Academic Departments	6	30,119	29,290
Academic Services	7	3,017	3,290
Facilities Costs	8	5,137	4,687
Central Admin & Services	9	5,493	5,742
General Educational Expenses	10	492	631
Student Services	11	3,005	2,511
Research Grants & Contracts	3a	4,431	5,071
Strategic Innovation Fund	3b	-	597
Student Support Funding Income Applied	4	599	781
Depreciation	15	2,446	2,517
		<b>54,739</b>	<b>55,117</b>
<b>Operating Deficit</b>		(153)	(295)
Transfer to Capital Development Reserve		(26)	(139)
Accumulated Surplus at the beginning of the Year		1,409	1,843
<b>Accumulated Surplus at the End of the Year</b>		<b>1,230</b>	<b>1,409</b>

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, Professor Vincent Cunnane



## CONSOLIDATED AND INSTITUTE BALANCE SHEETS FOR THE YEAR ENDED 31 AUGUST 2016

		Consolidated 2015 €000's	Consolidated 2014 €000's	LIT Only 2015 €000's	LIT Only 2014 €000's
<b>FIXED ASSETS</b>	<b>Note</b>				
Tangible Assets	15	70,077	70,022	70,038	69,968
<b>CURRENT ASSETS</b>					
Debtors	16	3,638	2,544	3,626	2,658
Cash at Bank and in Hand		5,828	9,217	5,823	9,168
		9,466	11,761	9,449	11,826
<b>CURRENT LIABILITIES</b>					
Amounts Due within One Year Creditors & Accrued Expenses	17	(7,249)	(7,633)	(7,116)	(7,616)
Net Current Assets		2,217	4,128	2,333	4,210
Long Term Lease Creditor	25	(3,000)	(3,000)	(3,000)	(3,000)
Net Assets		<b>69,294</b>	<b>71,150</b>	<b>69,371</b>	<b>71,178</b>
<b>REPRESENTED BY</b>					
Deferred Capital Grants	18	66,886	66,772	66,847	66,718
Cumulative Income & Expenditure		1,230	1,409	1,346	1,491
Capital Development Reserve	21	1,178	2,969	1,178	2,969
		<b>69,294</b>	<b>71,150</b>	<b>69,371</b>	<b>71,178</b>

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, Professor Vincent Cunnane

## CONSOLIDATED CASHFLOW STATEMENT FOR THE YEAR ENDED 31 AUGUST 2015

	Note	Consolidated 2015 €000's	Consolidated 2014 €000's
<b>Reconciliation of Operating Deficit to net Cash Outflow from Operating Activities</b>			
Operating Deficit		(153)	(295)
Interest Income		(117)	(224)
Depreciation	15	2,446	2,517
Amortisation in line with Depreciation	18	(2,387)	(2,517)
Funds released from Capital Development Reserve	21	-	24
Decrease (Increase) in LIT Debtors		(968)	578
(Increase) / decrease in Subsidiary Debtors		(126)	9
Decrease in LIT Creditors		(500)	(1,429)
(Decrease) / increase in Subsidiary Creditors		116	10
		<b>(1,689)</b>	<b>(1,327)</b>
<b>Cashflow Statement</b>			
<b>Net Cash Outflow from Operating Activities</b>			
Interest Received		117	224
<b>Capital Expenditure</b>			
Payments to Acquire Fixed Assets		(2,501)	(4,812)
<b>Net Cash Outflow for Capital Expenditure</b>			
		<b>(2,501)</b>	<b>(4,812)</b>
<b>Financing</b>			
State Recurrent Grants spent on Fixed Assets		525	377
Other Funds spent on Fixed Assets	18	159	188
		<b>684</b>	<b>565</b>
<b>Decrease in Cash</b>			
		(3,389)	(5,350)
<b>Reconciliation of Net Cash Flow to Movement in Funds</b>			
Decrease in Cash		(3,389)	(5,350)
Opening Net Funds		9,217	14,567
<b>Net Funds at 31 August</b>			
		<b>5,828</b>	<b>9,217</b>

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, Professor Vincent Cunnane

**LIT is an Equal Opportunity Employer. LIT is committed to providing equal opportunities in education, employment and training.**

# **EQUAL OPPORTUNITIES**





# **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 decisions 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





**Consistent with the results from the EU Student Barometer Survey, under the ISSE, the students have again given LIT above average scores for gaining employability skills, for engaging real world problems and for their positive relationships with staff with an overwhelming 86% expressing satisfaction with their educational experience.**

## **NEWS & EVENTS**





10

## GREEN ROOMS OPENED AT MOYLISH BY MINISTER FOR EDUCATION

As part of LIT's Masterplan, the Green Rooms were unveiled on the LIT Moylish campus on the 1st of September 2014 by Minister for Education, Jan O'Sullivan. The Green Rooms dining space is a €750,000 investment by the college to transform the student canteen into a social learning space. This development demonstrates the standard which LIT has set out to deliver for all student spaces across our campuses. It is an example of how we can maximise the limited space we have and clearly put the student experience at the centre of campus development philosophy.

The Minister for Education, Jan O'Sullivan, was on hand to cut the ribbon on the project which came together perfectly, albeit under a little pressure at the end to meet the start of the academic year deadline. LIT staff who worked on the project included the design team, the building contractors and the Compass Catering team, who now look forward to providing healthy and affordable meals to the students and staff.

The attractive prices and emphasis on healthy eating have been rolled out across all restaurant facilities at LIT in conjunction with Compass Catering.

## THE INSTITUTE OF CHEMISTRY OF IRELAND CONGRESS 2014 HOSTED IN LIMERICK

The Annual Congress of the Institute of Chemistry of Ireland was held in Limerick this year. The congress was co-hosted by LIT and UL, with the main plenary session being held on the campus in Moylish on Friday the 19th September. The theme this year was Marking the year of Crystallography. Among the speakers this year were LIT's Dr. Michael Darragh Naughton and Dr. Paudie Murray. There were also presentations from two of LIT's Post-Doctoral researchers, Catherine Collins and Sushanta Kumar Saha.

## LIT CLONMEL HOSTS WORLD RENOWNED GAME DESIGNER

The 2014 Academic Year kicked off on the Clonmel Campus of LIT with a two-day visit by world-renowned games designers Brenda and John Romero. Fulbright Scholar Brenda Romero (Dungeons & Dragons, Wizardry, Síochán Leat) assisted staff of the Limerick School of Art and Design (LSAD) based in LIT Clonmel with the development of a new B.Sc (Honours) Degree in Game Art and Design.

Now a professor at University of California at Santa Cruz, Brenda shared her 30 years of experience in Game Design and Education with the team. Brenda's husband, John Romero (Doom, Quake, Wolfenstein 3D) also provided an invaluable insight into the Games industry with a demonstration of leading game design software.

The proposed B.Sc (Honours) Degree in Game Art and Design, which will specialise in Game Content Creation, has a planned student intake for September 2015 in LIT Clonmel





## GRADUATE FASHION WEEK LONDON 2014

Limerick School of Art and Design participation at Graduate Fashion Week in June, was a great success again this year. The new venue at the Truman Brewery in the busy hub of East London was the perfect location, surrounded by the sights and sounds of Brick Lane and Spitafields Market.



Feedback from industry and education to our students work was very positive and a lot of contacts were made. It has been a fantastic opportunity for staff and students to build on the experience from last year and further cement the reputation of the fashion course on an International platform.

LIT was thrilled this year to be invited to participate in the International Show where we were one of 13 other International colleges showing, from countries such as China, Australia, Sweden and France. The work of graduate Olga Profitukina was chosen to represent the strengths of the course.

## 'STITCHES IN TIME: FASHION INSPIRED BY THE SOLDIERS & CHIEFS EXHIBITION' NATIONAL MUSEUM OF IRELAND - DECORATIVE ARTS & HISTORY, COLLINS BARRACKS, DUBLIN 20TH SEPTEMBER 2014

Dress designs inspired by gas-masks, 18th century soldier's helmets, rifles and a WWI parachute were among a dozen truly amazing garments on display at the National Museum at Collins Barracks. The 12 garments were designed and made by a group of creative second year students of the BA (Hons) in Fashion Design at Limerick School of Art & Design. This remarkable exhibition was opened by LSAD Graduate Niamh Lunny, Head of Costume Design at the Abbey Theatre.

Michelle Molloy, Fashion Design Lecturer at Limerick School of Art & Design said: "The Fashion Department at Limerick School of Art and Design are delighted with this partnership with the National Museum. Our students had the opportunity to research and document the Soldiers and Chiefs exhibition first-hand, forming a



valuable understanding of the importance of primary research within their work. This hands-on approach has greatly enhanced their understanding of historical uniform and artefacts which is evident in the standard of finish and detail in the final garments."

## VISUAL COMMUNICATIONS STUDENTS WIN INTERNATIONAL DESIGN AWARD

LSAD were delighted to announce that three of their fourth year students from the Visual Communications Course at Limerick School of Art and Design have won the YCN Student Design Award for their advertising campaign for Confused.Com. They are Mairead Murphy, Robbie Gannon and Jason Hunter.

The Award ceremony took place at The Marriott Grosvenor Square Hotel in London on Wednesday 10th September 2014 and was attended by Mairead, Robbie and Jason. These award winning students are in the company of students from such prestigious Art Colleges and Universities including London College of Communication, Kingston University, Duncan of Jordanstone College of Art and Design, Arts University College at Bournemouth, Norwich University College of the Arts, Edinburgh College of Art, Falmouth University, Boston University USA and College Jean-de-Brébeuf Montreal Canada.



Left to Right: Jason Hunter, Mairead Murphy and Robbie Gannon.

## LIT LIBRARY PROUDLY HOSTED THE IFLA SATELLITE MEETING ON INFORMATION LITERACY



*Carol McKie LIT Library, Jan O'Sullivan TD, Minister for Education and Skills and Monika Bukowska, LIT Library pictured at the IFLA Satellite Meeting on Information Literacy held in the Absolute Hotel, Limerick city August 14-15th 2014.*

Ms. Jan O'Sullivan, Minister for Education and Skills, officially opened the two day Satellite Meeting on the 14th of August and delivered the opening address. The event which attracted over 150 delegates to Limerick city is a satellite meeting of the main IFLA World Library and Information Congress which attracts over 3,000 delegates.

The International Federation of Library Associations and Institutions (IFLA) is the leading International body representing the interests of library and information services and their users. It is the global voice of the library and information profession. The Meeting, co-organised by the IFLA Information Literacy Section Standing Committee and LIT Library Service, had a truly International dimension with 26 countries represented - Armenia, Australia, Bangladesh, Belgium, Brazil, Canada, China, Finland, France, Germany, Greece, Ireland, Ivory Coast, Malaysia, Nigeria, Norway, Romania, Singapore, Spain, Sri Lanka, Switzerland, Turkey, Uganda, United Arab Emirates, United Kingdom and the United States of America. The delegates spent the two days discussing the theme of Facing the Future: Librarians and Information literacy in a changing landscape

## NEW INTERNATIONAL CENTRE OPENED ON THE MOYLISH CAMPUS

Located in Block 15, to the left of the Student Centre, the International Centre hosts the International Office, classrooms for language training and an International meeting room fitted with video conferencing facilities. It is a single point of contact for any of our staff and students who need advice on any aspect of Internationalisation. The aim of the LIT International Office is to promote an International outlook among LIT's staff and students creating relationships with International Higher Education Institutes and building links which results in student and staff exchanges, shared research projects, programme articulations and further academic collaborations.

With over 100 International students now travelling to LIT to study each year, they join the increasingly diverse student body in building a cosmopolitan and global perspective.

## LIT CONFERS AWARDS TO OVER 1,700 GRADUATES

LIT was a hive of activity as over 1,700 graduates, proud parents, friends and relatives descended on the main campus, LSAD Gallery and Thurles campus for the conferring ceremonies. Qualifications ranging from Higher Certificate through to PhD were presented to the graduates who attended. As the photos show, each day was a resounding success.



## ALAN IS LIT'S TEACHING HERO



*Pictured from left : Laura Harmon USI, Jan O'Sullivan TD Minister for Education and Skills , Dr Alan Kavanagh LIT, winner Teaching Hero award ,Paschal Meehan ,Head of Faculty ASET LIT, Prof .Mary Mc Aleese, Patron of the Forum and Prof Sarah Moore UL Chairperson of the Forum*

Dr Alan Kavanagh, Lecturer in Engineering, came out top of the class in a new awards scheme aimed at recognising excellence in teaching at third-level. Alan is among the 53 teachers from 27 higher education institutions who received Teaching Hero Awards at a recent ceremony in Dublin Castle. The awards were established by the National Forum for the Enhancement of Teaching and Learning in Higher Education in partnership with the Union of Students in Ireland (USI) with the aim of identifying inspirational lecturers who might not have previously received public recognition.

Alan has engaged engineering students for many years in LIT's Active Learning philosophy through use of innovative teaching techniques in practical laboratories and workshops. He has also very effectively promoted Engineering among first and second level students, by visiting schools with a bright and interactive presentation.

The national forum's patron is Prof Mary Mc Aleese, who chaired an EU high-level group on modernizing higher education which last year recommended initiatives such as this in member states to acknowledge teaching excellence. Speaking of the winners, she said: "Excellence in teaching is about much more than simply getting students through their exams. It is about inspiration, passion, generosity of spirit, and a genuine desire to make a positive difference to students' lives."

## FRENCH AMBASSADOR, MR. JEAN-PIERRE THÉBAULT VISITS LIT

The Department of Food & Tourism welcomed the French Ambassador, Mr. Jean-Pierre Thébault, to Limerick recently. While meeting LIT staff and students on the 3rd of October, the Ambassador viewed LIT's hospitality kitchens and training restaurant accommodation which was followed by a tour of the wider campus facilities. The Ambassador emphasized the importance of international placement, travel, food sourcing, apprenticeship training and practical skills development both in college and on work placement.





## LIT WOMAN WINS CPA IRELAND COMPETITION



*Pictured with Martina are judges, l-r Marc ODwyer, Managing Director, Big Red Cloud, CPA Ireland President, Cormac Fitzgerald and Alex Fisher, Head of Skills & Training State Street.*

Martina Woodlock, LIT Business Student, from Thurles, Co Tipperary was named the overall winner in the CPA Ireland Student Development Award 2014 and has received €5000 euros towards achieving her goal of becoming a professional accountant.

Shortlisted from hundreds of entries, Martina impressed the judges with her commitment to pursuing a career in accountancy after working as a dental nurse for more than 20 years. Martina is currently studying for a degree in Accountancy and Finance from LIT Tipperary and on completion will progress to studying the CPA qualification following her success in this competition.

On qualification, Martina hopes to pursue a career in financial risk analysis in industry. "The best thing about accountancy is that there is such a broad spectrum, there's so much to learn and there is the opportunity to go down a few different avenues." Martina was announced as winner by CPA Ireland President, Mr Cormac Fitzgerald.

## QUALITY SHINES THROUGH FOR LIT STUDENT

Colm Ryan, who recently completed the Diploma in Quality Management (Part 2), which Limerick Institute of Technology runs in conjunction with Excellence Ireland Quality Association (EIQA) has been announced as Student of the Year by EIQA. Colm also won the same accolade after completing Part 1 of the programme in 2013. It's a very rare occurrence that a student would win the accolade two years in a row.

## ANDREA MAKING IT BIG IN FASHION IN THE BIG APPLE

Fashion designer Andrea Cullen is making it big in the Big Apple and has just landed a partnership with Fashion 4 Development. With a BA (Hons) degree in Fashion Design from Limerick Institute of Technology under her belt, Andrea worked with Joanne Hynes and Ada Zanditon in Ireland and the UK, before moving to New York in January to expand her creative horizons and define her as an original designer.

After successfully completing an internship with Marchesa NYC, Andrea was introduced to a Calvin Klein mentor who loved her portfolio so much that she introduced her to the head of Fashion 4 Development where Andrea now works.

Andrea says her work with F4D is exciting as it promotes ethical trading and is a fantastic way to begin her career in the fashion industry.

## LIT LIBRARIANS RECEIVE MAJOR EUROPEAN PROJECTS AWARD IN THE EUROPEAN PARLIAMENT



*Pictured right to left are Jerald Cavanagh Institute Librarian, Limerick Institute of Technology and Padraig Kirby, Senior Library Assistant, Limerick Institute of Technology at the European Projects Awards Ceremony in the European Parliament, Brussels, 8th October 2014.*

Jerald Cavanagh and Padraig Kirby of Limerick Institute of Technology Library Service, 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 received their award at the European Projects Awards Ceremony which took place on October 8th 2014 in the European Parliament Brussels. They have been recognised for the EU TEMPUS project 517117 Developing Information Literacy for Lifelong Learning and Knowledge Economy in Western Balkan Countries.

The European Projects Awards Nomination Campaign aims to highlight the work done by individuals who have had a positive impact on the field of European projects development. Jerald and Padraig were presented with their award by MEP Ms. Iskra Mihaylova Chair of the Committee on Regional Development of the European Parliament. The event was hosted by MEP Mr. Ivan Jakovčić- Member of the Committee on Regional Development of the European Parliament.

## GOthic STUDIES FINDS A NEW HOME IN LIMERICK CITY



*Left: Tracy Fahey (Limerick School of Art and Design, LIT) and Maria Beville (Mary Immaculate College, UL).*

On Saturday 25th of October, a horde of zombies converged on King John's Castle. As they howled and clawed at the castle walls with a team of Danish monsters in pursuit, it was clear that something quite special was happening in Limerick's medieval quarter. This was the final day in the Locating the Gothic conference and festival which ran in Limerick from the 22nd to the 25th of October.

Locating the Gothic was a large and ambitious collaboration between Mary Immaculate College and Limerick School of Art and Design sponsored by Limerick City of Culture. Attending the conference were 70 international delegates from New Zealand, Australia, South Africa, Mexico, the US, the UK, Italy, Spain, Croatia, Denmark, Poland and Germany, who were delighted with both the conference itself and with the events in the city beyond the perimeters of the host institutions.

The events were organised with great flair by Maria Beville (Mary Immaculate College, UL) and Tracy Fahey (Limerick School of Art and Design, LIT) and allowed the audience to hear, meet, and talk with, a fascinating variety of 'Gothically-minded' people from all over the world. The success of this project can be measured by the public audience it attracted. Over 200 zombies turned out for the annual Outbreak.

## LIT RESEARCH LAUNCHED TO THE INTERNATIONAL SPACE STATION.



*Pictured from left : Prof. Gary Stutte, Principal investigator, Adam Shinnars, LIT post-graduate researcher and Paschal Meehan, Head of the Faculty of Applied Science, Engineering and Technology at Limerick Institute of Technology. All travelled to the Kennedy Space Centre to ensure all protocols prior to handover over of the experiment went smoothly.*

LIT's first research project to space was launched from Cape Canaveral at Florida's Kennedy Space Centre on Saturday, 20th of September 2014. This research project entitled SyNRGE3 ('Symbiotic Nodulation in a Reduced Gravity Environment-cubed), was developed at LIT under the supervision of Prof. Gary Stutte and Ms. Michelle McKeon Bennett, Head of Department of Applied Science.

This is a major milestone in the development of space related research at LIT, and builds on a decade of student exchange and relationship building between KSC, Space Florida, and LIT. The CELLS research group at LIT are delighted to be working at the forefront of the emerging commercial space flight sector—teaming with CSS-Dynamac to support the payload development, NanoRacks LLC to build hardware to support the experiment, and SpaceX to send the experiment to space. Once completed, LIT hopes to re-fly the hardware on future spaceflight opportunities.

## ISA (INTERNATIONAL SOCIETY OF AUTOMATION – IRISH SECTION) AWARDS

Following on from his receipt of the President's award at the conferring, James Reidy was nominated by Paul Morrow for consideration at the ISA (International Society of Automation – Irish Section) awards has also won the award for Best Honours Degree Student in the country.

There was a presentation on Wed 10th of December in UCC where James received the award. The award comprises a medallion and the Ger Dullea bursary of €750 which is to be used to assist postgraduate studies.

## LIT STUDENTS PRAISE THEIR INSTITUTE FOR PRACTICAL & “REAL-WORLD” PROGRAMME CONTENT



The results of the Irish Survey of Student Engagement (ISSE), published 4th November 2014, will help LIT and other Irish higher education institutions to enhance the quality of education they provide. Nearly 20,000 students across 30 higher education institutions responded to the survey with 907 respondents from LIT, or 28% of all LIT students who were approached (among the highest response rates in the sector). Details of their experiences will be used to inform new course development, as well as student services and the learning environment.

LIT is one of the few Irish HEIs that has participated in the EU Student Barometer Survey for many years. Consistent with the results from this EU survey, under the ISSE the students have again given LIT above average scores for gaining employability skills, for engaging with real-world problems and for their positive relationships with staff with an overwhelming 86% expressing satisfaction with their educational experience.

### Some results from the LIT 2014 survey

- 65% of all participating LIT students selected often or very often, when asked if they were improving knowledge and skills that will contribute to their employability (2014 National Percentage 63%)
- 78% of all participating LIT students reported positive relationships with teaching staff, finding them to be available, helpful and sympathetic (a score of 5 or greater on 7 point scale). (2014 National Percentage 67%)
- 53% of all participating LIT students selected quite a bit, or very much when asked if they were solving complex real world problems (2014 National Percentage 52%)
- 86% of all participating LIT students selected good or excellent, when asked how they would evaluate their entire educational experience at their institution (2014 National Percentage 80%)
- 60% of all participating LIT students selected often or very often, when asked if they used an online learning system to complete an assignment (2014 National Percentage 65%)
- 64% of all participating LIT students selected often or very often, when asked if they had conversations with students of a different ethnicity/nationality (2014 National Percentage 60%)
- 24% of all participating LIT students selected plan to or done, when asked if they were considering Study abroad/student exchange (2014 National Percentage 29%)
- 71% of all participating LIT students selected quite a bit or very much, when asked if they spend a significant amount of time studying and on academic work (2014 National Percentage 78%).

LIT will be using these findings, along with their other quality assurance mechanisms, to ensure that students' engagement at LIT continues to improve.

## LIT STUDENTS RETURN FROM DUBLIN AWARDS IN ALL CATEGORIES OF SAP INNOVATION JAM

SAP Ireland hosted an overnight InnoJam on Thursday 27th November. Twenty nine students from LIT travelled to participate in the event and were divided into teams of 5 with students from other colleges. The event was a fantastic success and LIT students were excellent ambassadors for our programmes and the active learning philosophy we employ. LIT students worked through the night with no sleep, and only pizza and coffee to help them through the darkness. The environment and task was challenging, however LIT students came out fighting, winning in every category. The achievement of our students at the event was outstanding:

- Overall Winning Team
  - Eric McNamara (Multimedia yr3)
  - Joseph Godfrey (Software Development yr2)
  - Mazvydas Giedrikas (Software Development yr2)
- Best Presentation
  - Pawel Bogucki (Multimedia yr3)
  - Romans Klemanskis (Software Development yr2)
  - Johnathan Clohessy (Software Development yr2)
  - Dean Pembroke (Multimedia yr2)
- Best Idea - Kaylum Lally (Multimedia yr3), Noel Harnett (Internet Systems Development yr3)
- Best use of SAP technology
  - Mike O'Connor (Multimedia yr3)
  - Jason Kelly (Multimedia yr2)
  - Albert Szczesny (Software Development yr3)



## GROUND-BREAKING SPORTS SEMINAR HOSTED BY LIT

In November the Sports & Finance Department formed a very productive partnership with the Mid West Regional Drugs & Alcohol Forum, the HSE and Limerick Sports Partnership, welcomed over 350 registered students, coaches and professionals working in the fields of Sport and Fitness.

The seminar was themed “The S.M.A.R.T method of training” and the invited speakers had a national and international profile, including former Munster rugby player, Ian Dowling, Strength & Conditioning Coach for Munster Rugby, Fergal O’Callaghan, Nutritionist Alexandra Cremona, Norma Harnedy, HSE and Dr. Jim McVeigh, Deputy Director, Centre for Public Health, Liverpool John Moores University. The seminar highlighted the healthy and legal methods to achieve success in sport and fitness and also outlined some of the issues with performance enhancing drugs, looking at the UK as a case study. It is envisaged that this seminar will now lead to more inter-agency work in Limerick and beyond to promote positive developmental information within sport as it plays such a central role within our schools and communities.

## SCIENCE WEEK AT LIT



Almost two thousand school students from primary and secondary schools in the region visited LIT for Science Week events. These included the ever-popular Science Circuit presented by first year students across all science courses, workshops, the ISTA Senior Science Quiz and a talk by former NASA astronaut Greg Johnson. The ISTA Quiz was one by Ard Scoil Ris, who went on to become runners-up in the National Final. The LIT science students gave a superb exhibition of Active Learning and their enthusiasm was remarked on by visiting teachers and appreciated by the school students who came along to see The Power of Science!

LIT will be partners in SFI-funded SwitchonSTEM project

SFI has granted €39,000 to a team of 6 partners, led by DIT, to produce materials to promote careers in Science Technology Engineering and Mathematics. The proposal, which grew out of a meeting of SciFest partners, plans to produce interactive materials for careers and open days. The Chemistry stream on the project will be led by LIT’s Marie Walsh.

## ENGINEERING WEEK

The Faculty of Applied Science, Engineering and Technology held their Engineering Week from the 8th to the 12th of December 2014. This engineering initiative is exclusively for students who are;

- Undertaking Engineering as a final year subject in the Leaving Certificate
- Interested in Engineering as a future career

The students come to LIT for one day and the purpose of the visit is twofold, firstly they attend a seminar on a prescribed specialised topic from the Leaving Certificate, and secondly, they are introduced to the engineering disciplines within the school by way of workshops.

The visit to LIT informs students and assists them in their decision when it comes to making their CAO application. 519 students are booked in for the week averaging 104 per day. They represent 25 schools from Limerick, Clare, Tipperary, Cork, Kerry, Offaly, Mayo and Galway.

This initiative is now in its 18th year and has proven very successful for both the second level students and the Institute.

## ANOTHER GREAT SUCCESS FOR MULTIMEDIA@LIT

A recent graduate from LIT’s Degree in Multimedia Programming, Richard Bowen was on the RTE news Thursday, 29th January with the Taoiseach Mr. Enda Kenny and Ms. Joan Burton T.D. Richard works for Icon/Firecrest who have just announced 200 new jobs 100 of which will be in Limerick in the new innovation centre they are building in Castletroy. They will be looking for multimedia, software and IT staff which is excellent for LIT’s future graduates. Richard recently developed a Unity project using the Oculus Rift which he got to showcase in Dublin this week in front of the Icon board of directors. He was also invited to the job announcement in Icons headquarters, where his project was shown to Enda Kenny and Joan Burton and received significant media attention. This is a wonderful success story and a great achievement for Richard only a few months after he graduated and excellent coverage of the talented students that graduate from LIT’s courses.

## LIT TIPPERARY STUDENTS MEET HUMAN RIGHTS DEFENDERS

Thirty three staff and Students of LIT Tipperary were in Strassbourg last November as guests of the European Parliaments Human Rights committee. The group drawn from third and fourth year Social and Community Studies in Thurles spent three days in the French city. They were given a seminar on the European Parliament however the main purpose of the visit was to attend a workshop with Human Rights defenders from across the world. They met students involved in the pro-democracy movement in Ukraine and a young woman pleading for the lives of her imprisoned parents in Azerbaijan.

However the most heart wrenching and inspiring words came from Dr Denis Mukwege, a doctor from the Congo who has dedicated his life to treating women who are victims of the brutal conflict in the east of his country. Dr Mukwege was in Strasbourg to receive the Sakharov Prize for freedom of speech and the Tipperary students were part of a delegation of young people invited to meet with him and other nominees.

He told the group that it was the women's courage and stories of recovery that kept him motivated. All present felt honoured to be invited to such a prestigious event and urged everybody to remember those struggling against injustice.

## NEW HONOURS DEGREE IN GAME ART & DESIGN LAUNCHED AT LIT CLONMEL

LIT is pleased to announce the launch of a new Bachelor of Science (Honours) Degree in Game Art and Design. This programme will run on the LIT Clonmel campus in September 2015 where it will complement our current suite of digital programmes including Digital Animation Production and Creative Multimedia. This honours degree programme has been created to address the need for creative graduates who possess a unique blend of artistic and technological skills. This will support the continued growth and success of the games industry both nationally and internationally.

The programme has been welcomed by key game industry stakeholders both nationally and internationally and it addresses key recommendations of the 2011 Forfas report "The Games Sector in Ireland: An Action plan for Growth". World renowned Game Designer Brenda Romero, who recently visited LIT Clonmel for two days as part of a Fullbright Fellowship to Ireland, assisted in the design of this new programme. Andrew Crotty, Programme Leader of the B.Sc (Honours) in Game Art and Design said "A unique aspect of this Bachelor of Science programme from a national perspective is that all applicants must present a portfolio of relevant work. This will ensure that entrants to the programme have an aptitude and interest in the field of Game Art and Design. We expect it to be a popular choice for students by September 2015".

## BRENDAN'S LIMERICK GRANNY TO FEATURE IN NATIONAL GEOGRAPHIC



Brendan Gleeson, a participant in LIT's LEAP business acceleration course has had his work selected for publication by the iconic National Geographic magazine. A picture of the visit of the Royal de Luxe Giant Grandmother caught the attention of the magazine's editor and the 43-year old Limerick native got an email recently informing him that the picture would be published in a coming issue. The picture – shot from the roof of the former council buildings on O'Connell Street – shows the Giant looking up at the photographer, surrounded by her 'Lilliputians' and the Limerick people who came out to greet her.

Brendan said that the inclusion of the picture in the magazine "is a fantastic boost. It's not about the money – it's the prestige," he said.

## LIT GRADUATE SELLS ARTWORK FOR €103,644

Work by LSAD painting graduate Conor Harrington made national news as he sold a piece of artwork for €103,644 (£77,500) at Bonham's Auction House in London. The London-based artist, who grew up in Bishopstown in Cork city, was amazed that his painting, 'Dance with the Devil', sold for such a high price on Thursday 29th January.

The intricate painting is based on a photoshoot arranged by the artist. He arranged sets and hired actors to create the striking scene. "Everything that is in that painting was in a photograph. I got those guys in, they're both actors, and I dressed them up in costumes and hired all the props that are in the background. Then I took a photo and started the painting process from there." It was the first time Conor had a piece of art up for auction.

## SENIOR CITIZENS SOCIAL EVENT

SIX students from Business with Event Management have organised a special social event for local senior citizens – which they hope will also raise funds for Cliona's Foundation. The 'Seniors Social' event on Tuesday, February 24th was held as part of the students' degree course in Business with Event Management – they were challenged to organise an event of their choice with any money raised being donated to a good cause. Among those attending were the senior citizens from the Castletroy Park retirement village and nursing home and Our Lady of Lourdes Community Centre – but the students issued an open invitation to other senior citizens living locally to come along and join them. The event took place at the Aula Maxima hall at the Moylish campus. The afternoon event began at 3pm and included musical entertainment, finger food, a raffle with spot prizes and much more. The students thanked Cater Hire Limerick for providing supplies on the day.

## 2015 INDEPENDENT.IE HIGHER EDUCATION GAA HURLING CHAMPIONSHIPS WEEKEND, HOSTED BY LIMERICK INSTITUTE OF TECHNOLOGY, LAUNCHED JANUARY 22ND

LIT was delighted to announce that they are hosting the Fitzgibbon Cup finals weekend this year. It is a great opportunity for the institute to showcase its pedigree in the competition. LIT has an excellent team to make the event a high profile success for all the participating teams, their back room staff, spectators and sponsors.

LIT have built a fantastic reputation in the Fitzgibbon Cup over the years, not least since Davy Fitzgerald came on board as our coach/manager. We have had some incredible players wear our jersey, from Eoin Kelly to Jackie Tyrell, Kieran Murphy, Willie Hyland, Joe Canning and many more.

The semi-final of the prestigious Independent.ie Fitzgibbon Cup will be hosted at the Moylish campus on Friday 27th February. The Final will be hosted at the Limerick Gaelic Grounds on 28th February and will be televised live on TG4. In addition, Limerick Institute of Technology will also host the Independent.ie sponsored Ryan and Fergal Maher Cups, a total of six semi-finals on Friday and three finals on Saturday, as well as the Corn Padraig MacDiarmada final on the Friday of what promises to be a fantastic weekend of Hurling.

Having the championships running from the end of January into February gives plenty of time for teams to prepare but, more importantly, it does not interfere with the exams schedule. The number of clubs competing rises to 15 this year with the inclusion of Maynooth University and Ulster University Jordanstown in the top tier.

## NEW PROGRAMME ANNOUNCEMENT, B.SC. ENVIRONMENTAL MANAGEMENT IN AGRICULTURE, LIT THURLES CAMPUS, SEPTEMBER 2015

The Department of Applied Science is delighted to announce that a new B.Sc. Environmental Management in Agriculture programme will be run on the Thurles Campus from September 2015. A unique feature of the new programme is the establishment of a strategic educational partnership with Gurteen College in North Tipperary. A first year module of the programme will see students spending a day a week at Gurteen on their 1,000 acre farm.

The external validation panel noted that this combination of environmental management with agriculture breaks new ground and fills a clearly identified requirement for the expanding agriculture and agri-business sector. This degree will run alongside the current B.Sc. (Hons.) Environmental and Natural Resource Management programme.

## LIT STUDENT JILL STIRS UP A CULINARY TREAT TO CLAIM KNORR STUDENT CHEF OF THE YEAR

LIT Culinary Arts student Jill Holmes, has stirred up a real culinary success after being crowned KNORR Student Chef of the Year 2015 after a thrilling cook off hosted by Belfast Metropolitan College at its state-of-the-art Titanic Quarter Campus.

Jill graduated with a BA in Computer Systems and a Masters in Interactive Media before returning to LIT to study Culinary Arts in 2013. Jill not only had to overcome a challenging theme set out by KNORR but also had to fight off the challenge of 14 other rising stars to claim the top prize.

## LIT SPONSORED LIMERICK PREMIER IHC

In April 2015, LIT was unveiled as the new championship sponsors and are proud to continue links with local sport and are still very much enjoying retrospectively hosting the Fitzgibbon Cup competition and now sponsoring one of the key competitions for up and coming talent in Limerick GAA.

The first of the Limerick GAA adult championships have already taken place with the opening round of action in the LIT sponsored Limerick Premier IHC. Just like last year's extremely exciting inaugural competition, the top four hurling clubs will qualify for the semi-finals with two finalists promoted to the senior ranks.

## IRISH FASHION OSCARS AWARDED

LSAD student, Michaela Kennedy, won the coveted title of Student Designer of the Year in a magnificent ensemble with her response to the brief 'My Statement Piece' at the Irish Fashion Innovation Awards, hosted last March at the Radisson Blu Hotel, Galway City. Often referred to as the Irish Fashion Oscars, the 38 shortlisted designers vied it out for the coveted awards, which recognises the creative talents of emerging student designers to established Irish labels.



## LIT FORÓIGE LEADERSHIP FOR LIFE CONFERENCE 7TH –10TH OF APRIL

Foróige and LIT joined forces this April to establish a Youth Leadership for Life programme which ran on the Moylish campus of LIT. The conference was a fun filled 4 day LIT & Foróige 'Leadership For Life' programme. LIT and Foróige's Youth Leadership Programme, is a cutting edge youth Leadership education and development programme. This exciting programme is committed to changing the lives of young people in communities by enabling them to develop the skills and qualities of good leadership and challenge them to use these skills to improve society, thereby helping them to unravel their individual talents and potential.

A huge surprise for everyone at the conference was Munster Rugby Player, Robin Copeland dropping in. Robin spoke to the young people about the importance of Leadership in Rugby which they really enjoyed and his visit was one of the many highlights of the week. The LIT Foróige Leadership for Life conference has allowed young people from all over the region to experience a wonderful conference and challenged them to do more, be more and know more.

## 12TH ANNUAL GAMES FLEADH



LIT Tipperary, whose alumni have worked on some of gaming's biggest titles including Call of Duty, StarCraft and Guitar Hero, hosted Ireland's largest gaming event at its campus in Thurles last March.

Games Fleadh featured games development and research talks by prolific American games designers and developers Brenda and John Romero and Electronic Arts (EA) Chief Operating Officer Bryan Neider who also assisted in the judging process for the various undergraduate competitions involving third levels students and games developers from all over the island of Ireland.

Neider is Senior Vice President Global Operations and Shared Services at the Electronic Arts (EA), which is responsible for producing some of the bestselling video game titles of all time including The Sims, FIFA, Battlefield and Madden NFL.

Brenda and John Romero have each more than 30 years experience working in the gaming industry, over 150 game titles such as DOOM and Quake to their credit, dozens of awards and have collectively founded nine game companies.

Supported by Microsoft Ireland, EA Games and the Irish Computer Society, the 12th annual Games Fleadh featured the 'Direct X' Endless Runner challenge, Robocode and the Game Studio 'Endless Runner' competition, the winners and runners up of which presented their games to Brenda and John Romero and the University of California, Santa Cruz (UCSC) Greenlight Committee.

## SCHOLARSHIPS GROW FROM STRENGTH TO STRENGTH



Following on from the success of scholarships received from IPB in 2013 and 2014 and from BHP Laboratories, Averian Global and Grant Thornton earlier this year, the Access Service is delighted to announce that another two companies, PINERGY, owned by rugby legend Paul O'Connell and Limerick based company Property Management Ireland (PMI), owned by Jack Keane, have come on board to get involved in this valuable scholarship programme. The aim of the programme is to help students in their academic journey up to a maximum of four years through financial and accommodation assistance. In March, the scholarship presentations took place in the LIT boardroom where awardees and members of their families joined Maria Hinfaleer, LIT President, and members of staff in the celebration.



In recognition of his tremendous sporting achievements and recent victory in the RBS Six Nations, Paul O'Connell was presented with a beautiful LIT engraved cross pen on behalf of the LIT community. Named RBS Six Nations player of the tournament that day, Mr.O'Connell advised students that "Training for sport is a parallel to education. It's about preparing yourself and the more support you get along the way the better. I'm really delighted to be involved and wish the students every success." The PMI scholarship was awarded to Ciara Farrell (Art & Design). Jasmine Davis (Hospitality Studies) and Sorcha Kidney (Fashion, Knitwear and Textiles) were awarded the PINERGY scholarships.

## LSAD GRADUATE SHOW 2015



'Before ON', the Limerick School of Art & Design Graduate Show of 2015 featuring the work of final year LSAD graduates from Painting, Printmaking & Contemporary Practice, Sculpture & Combined Media, Ceramics, Fashion and Visual Communications was officially opened by Minister for Education and Skills, Jan O'Sullivan TD, June 6th at 3pm.



*James Greenslade, LSAD A/Head of School, Jan O'Sullivan TD, Minister for Education and Skills and Maria Hinfelaar, President, LIT*

The central concept behind this show is the idea of 'ON' which was derived from the energy and creativity of the LSAD Graduates who are on top of their game. The Graduate Show is the highlight of the academic year, 'ON' communicates the ignition and beginning of this event.

The Graduate Show opened to the public on June 7th and ran until June 14th. LSAD has an incredible record for showcasing creativity and skill, and this was no exception – there was record footfall and significant sales made, which will get the creative careers of the graduates off to a good start.

## LIT IT STUDENTS HONOURED AS SAP AMBASSADORS AND ACKNOWLEDGED FOR OUTSTANDING ACHIEVEMENT



Two LIT students have won the prestigious SAP Award for Outstanding Achievement for 2015. Ms. Paula Slattery who received first prize, and Ms. Deirdre O'Loughlin, second prize, are both final year Business Computing (Honours) students. These students have shown excellent initiative and determination and their efforts have been rewarded by SAP, who have also honoured them as SAP Student Ambassadors. SAP is the world's leading supplier of business applications software and have been in Ireland since 1997.

## TIPPY TALK - ROBERT LAFFAN WINS BOTH INNOVATIVE STUDENT ENGINEER 2015 & STUDENT ENTREPRENEUR AWARD 2015

Robert Laffan does it again. After picking up the overall Student Entrepreneur Award in Belfast on Thursday, 11th June, the next "Road Trip" was down to Engineers Ireland Head Quarters in Dublin for the Innovative Student Engineer Award.

This consisted of a day of interviews and presentations to both judges and the public. The competition was very strong and it was thought Rob would be in the top 3 at least, but yes, "he did it again" he took the overall prestigious Innovative Student Engineer Award.

Robert, who has just finished his final year in Industrial Automation and Robotic Systems, said one class inspired him to create a new software program that would assist communication between people with autism and their peers. He decided to develop a program that has allowed him and his wife Emily to improve communication with their four-year-old autistic daughter, Sadie, hoping it will become a "bible product" for families affected by people with non-verbal disabilities. Sadie views the world through pictures, which is the foundation of his newly-developed software. His innovation has led him to this week's Engineers Ireland Award in Dublin and the Student Entrepreneur Award in Belfast, both of which he won. The awards are a stepping stone to turn it into a product that could help other children as well. It's not just limited to autism, it can be adapted to any non-verbal disability such as a stroke, Alzheimer, dementia, Downs Syndrome, etc. Robert has been inundated with support and praise from the international and national online community since he put up a video on Vimeo illustrating the concept of his software development.

## B.SC. ENVIRONMENTAL MANAGEMENT IN AGRICULTURE DEGREE LAUNCHED BY MINISTER ALAN KELLY



Minister Alan Kelly has launched the new B.Sc. Environmental Management in Agriculture degree. This degree, aimed at people interested in agriculture and the environment will run at the Thurles Campus of Limerick Institute of Technology from September 2015.

## LIMERICK FOR ENGINEERING STUDENT EVENT



Limerick for Engineering kicked off its first ever Career Showcase night at the South Court Hotel on May 13th 2015. There was a wonderful turn out from students, teachers, parents and families from Limerick, Clare, Tipperary and further afield, to see some amazing Industries and Educational Institutes explain what Engineering is all about. The 'Limerick for Engineering' group is a collaboration led by LIT, with membership of UL, IDA, EI, the ETBs and many key employers in the Mid-West, where engineering is now a major growth sector. The event was a fantastic success fuelled with enthusiasm, commitment, collaboration and energy.

## Go4IT



LIT hosted a celebration of community and voluntary engagement in the LIT Millennium Theatre on Thursday, 21st May. Fifty primary and secondary school students who participated in the Go4IT programme were presented with certificates of participation. Student volunteers on the GIVE programme were also awarded their gold, silver and bronze commendations.

Go4IT is a collaborative initiative with the Northside 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 low progression to third-level education. As part of focusing on third-level education, the programme also introduces the concept of lifelong learning and shows that education has a real purpose. It's an excellent community engagement initiative that benefits both the participants and the volunteers.




## LIT THURLES CAMPUS TO BECOME CENTRE OF EXCELLENCE IN STRENGTH AND CONDITIONING AS HIGH TECH €3.7MILLION SPORTSLAB IS LAUNCHED

Thurles is set to become an international centre of excellence in sports strength and conditioning following the launch recently by Minister for Environment, Community & Local Government, Alan Kelly.

Through a combination of high-tech equipment and lecture staff expertise, the facility is a unique centre in Europe for sports strength and conditioning, catering for 500 under and post graduate students each year. The facilities and the expertise in the Sportslab will also be used by domestic and international athletes from all sports to help achieve optimum levels of strength and conditioning and ensure maximum performance. One of the key benefits arising from the programmes will be injury minimisation and recovery.

Among the facilities in the 2,000 sq metre Sportslab are a unique 3D Organic Motion Capture Systems for motion analysis; a 45m, six lane sprint track especially designed to improve speed; a paralympic area; cable machines; a range of sport technology systems, including micro electro mechanical systems and GPS systems; Olympic lifting platforms; five functional screening kits; weights and a full range of exercise machines.





**The hallmark of our  
educational philosophy  
is active learning  
through a fusion of  
theory and practice.**

**STUDENT  
STATISTICS  
RETENTION AND  
COMPLETION**



# APPENDIX

# 1



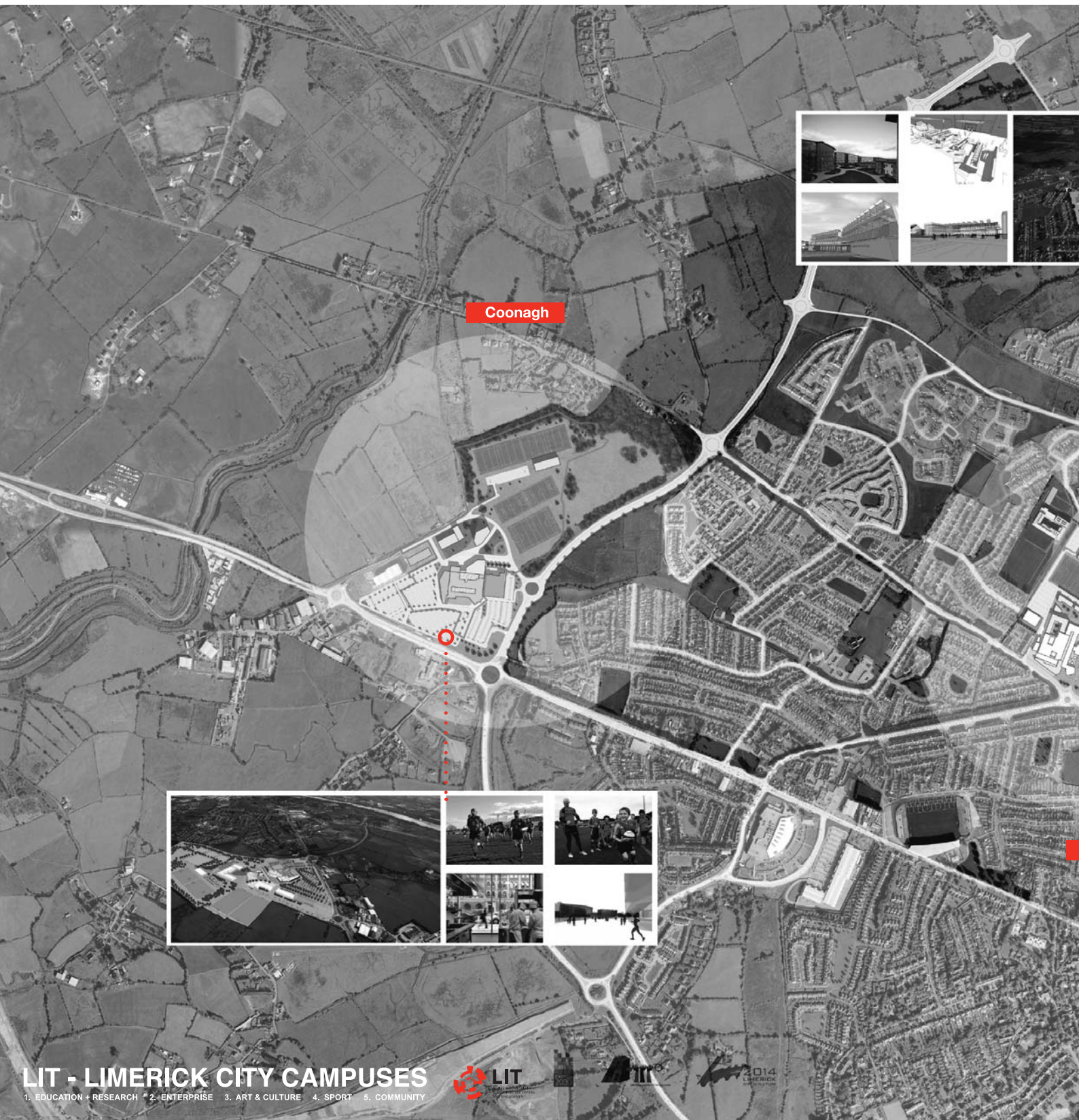


	COMPLETION (Exam Statistics) - Stage 1			Retention (Intake) - Stage 1		
	Completion % 2012/13	Completion % 2013/14	Completion % 2014/15	Retention % 2012/13	Retention % 2013/14	Retention % 2014/15
<b>Faculty of Applied Science, Engineering and IT (ASET)</b>	<b>68.37%</b>	<b>69.45%</b>	<b>71.55%</b>	<b>85.79%</b>	<b>88.73%</b>	<b>88.18%</b>
Dept of Electrical & Electronic Eng	74.03%	71.70%	71.25%	92.81%	88.13%	88.76%
Dept of Information Technology	63.31%	69.49%	71.13%	89.54%	92.21%	90.09%
Dept of Applied Science	72.81%	74.81%	75.49%	75.42%	86.57%	83.64%
Dept of the Built Environment	58.62%	53.97%	64.71%	82.93%	82.93%	91.43%
Dept of Mechanical & Automobile Eng	75.94%	76.38%	74.34%	82.98%	90.70%	85.99%
<b>Faculty of Business &amp; Humanities</b>	<b>81.48%</b>	<b>78.99%</b>	<b>83.42%</b>	<b>90.56%</b>	<b>92.83%</b>	<b>92.22%</b>
Dept of Applied Social Sciences	89.35%	87.59%	92.57%	95.06%	97.92%	96.03%
Dept of Sport & Finance	82.99%	78.10%	81.00%	90.76%	92.52%	93.19%
Dept of Business	68.94%	70.59%	74.44%	87.59%	94.03%	89.44%
Dept of Food & Tourism	85.57%	79.81%	87.13%	87.25%	85.19%	88.24%
<b>School of Art &amp; Design</b>	<b>88.51%</b>	<b>89.73%</b>	<b>86.82%</b>	<b>94.42%</b>	<b>96.40%</b>	<b>95.38%</b>
Dept of Design	88.51%	75.00%	76.60%	94.42%	92.31%	95.92%
Dept of Fine Art	88.51%	94.19%	89.10%	94.42%	97.65%	95.38%
<b>Institute Undergraduate Total</b>	<b>76.31%</b>	<b>75.84%</b>	<b>78.60%</b>	<b>88.81%</b>	<b>91.32%</b>	<b>90.87%</b>

	COMPLETION (Exam Statistics) - Stage 1			Retention (Intake) - Stage 1		
	Exam Total No Reg'd	Total Successfully Completed	Completion %	30-Nov	Exam Sits	Retention %
<b>Faculty of Applied Science, Engineering and IT (ASET)</b>	<b>710</b>	<b>508</b>	<b>71.55%</b>	<b>753</b>	<b>651</b>	<b>88.18%</b>
Dept of Electrical & Electronic Eng	160	114	71.25%	169	150	88.76%
Dept of Information Technology	194	138	71.13%	212	191	90.09%
Dept of Applied Science	102	77	75.49%	110	92	83.64%
Dept of the Built Environment	102	66	64.71%	105	96	91.43%
Dept of Mechanical & Automobile Eng	152	113	74.34%	157	135	85.99%
<b>Faculty of Business &amp; Humanities</b>	<b>603</b>	<b>503</b>	<b>83.42%</b>	<b>630</b>	<b>581</b>	<b>92.22%</b>
Dept of Applied Social Sciences	148	137	92.57%	151	145	96.03%
Dept of Sport & Finance	221	179	81.00%	235	219	93.19%
Dept of Business	133	99	74.44%	142	127	89.44%
Dept of Food & Tourism	101	88	87.13%	102	90	88.24%
<b>School of Art &amp; Design</b>	<b>258</b>	<b>224</b>	<b>86.82%</b>	<b>260</b>	<b>248</b>	<b>95.38%</b>
Dept of Design	47	36	76.60%	49	47	95.92%
Dept of Fine Art	211	188	89.10%	211	201	95.26%
<b>Institute Undergraduate Total</b>	<b>1570</b>	<b>1234</b>	<b>78.60%</b>	<b>1643</b>	<b>1480</b>	<b>90.87%</b>

	COMPLETION (Exam Statistics)			Retention (Intake)		
	Completion % 2012/13	Completion % 2013/14	Completion % 2014/15	Retention % 2012/13	Retention % 2013/14	Retention % 2014/15
<b>Faculty of Applied Science, Engineering and IT (ASET)</b>	<b>76.21%</b>	<b>75.44%</b>	<b>74.55%</b>	<b>91.15%</b>	<b>91.31%</b>	<b>89.98%</b>
Dept of Electrical & Electronic Eng	78.29%	75.88%	73.87%	94.92%	91.41%	89.19%
Dept of Information Technology	69.50%	75.26%	76.08%	90.46%	92.69%	91.60%
Dept of Applied Science	81.79%	78.35%	72.60%	89.39%	91.93%	91.08%
Dept of the Built Environment	77.39%	69.92%	73.46%	91.33%	88.92%	89.72%
Dept of Mechanical & Automobile Eng	77.58%	77.88%	75.85%	88.34%	90.18%	87.13%
<b>Faculty of Business &amp; Humanities</b>	<b>87.41%</b>	<b>84.27%</b>	<b>86.26%</b>	<b>94.43%</b>	<b>95.20%</b>	<b>94.59%</b>
Dept of Applied Social Sciences	93.69%	93.45%	94.44%	96.94%	98.06%	97.99%
Dept of Sport & Finance	84.93%	80.42%	82.34%	93.93%	94.63%	94.14%
Dept of Business	81.99%	79.87%	83.49%	92.59%	95.57%	92.98%
Dept of Food & Tourism	88.36%	81.21%	83.51%	93.27%	90.43%	91.81%
<b>School of Art &amp; Design</b>	<b>91.57%</b>	<b>92.25%</b>	<b>90.11%</b>	<b>95.10%</b>	<b>95.57%</b>	<b>94.63%</b>
Dept of Design	88.66%	91.01%	89.30%	95.80%	95.28%	95.11%
Dept of Fine Art	93.70%	93.30%	90.85%	94.60%	95.83%	94.18%
<b>Institute Undergraduate Total</b>	<b>82.87%</b>	<b>81.48%</b>	<b>81.81%</b>	<b>93.02%</b>	<b>93.50%</b>	<b>92.57%</b>
	COMPLETION (Exam Statistics)			Retention (Intake)		
	Exam Total No Reg'd	Total Successfully Completed	Completion %	30-Nov	Exam Sits	Retention %
<b>Faculty of Applied Science, Engineering and IT (ASET)</b>	<b>2111</b>	<b>1574</b>	<b>74.55%</b>	<b>2206</b>	<b>1985</b>	<b>89.98%</b>
Dept of Electrical & Electronic Eng	486	359	73.87%	518	462	89.19%
Dept of Information Technology	627	477	76.08%	655	510	91.60%
Dept of Applied Science	365	265	72.60%	370	337	91.08%
Dept of the Built Environment	310	228	73.46%	321	288	89.72%
Dept of Mechanical & Automobile Eng	323	245	75.85%	342	298	87.13%
<b>Faculty of Business &amp; Humanities</b>	<b>1878</b>	<b>1620</b>	<b>86.26%</b>	<b>1933</b>	<b>1829</b>	<b>94.62%</b>
Dept of Applied Social Sciences	540	510	94.44%	547	536	97.99%
Dept of Sport & Finance	623	513	82.34%	649	611	94.14%
Dept of Business	430	359	83.49%	456	424	92.98%
Dept of Food & Tourism	285	238	83.51%	281	258	91.81%
<b>School of Art &amp; Design</b>	<b>839</b>	<b>756</b>	<b>90.11%</b>	<b>856</b>	<b>810</b>	<b>94.63%</b>
Dept of Design	402	359	89.30%	409	389	95.11%
Dept of Fine Art	437	397	90.85%	447	421	94.18%
<b>Institute Undergraduate Total</b>	<b>4828</b>	<b>3950</b>	<b>81.81%</b>	<b>4995</b>	<b>4624</b>	<b>92.57%</b>

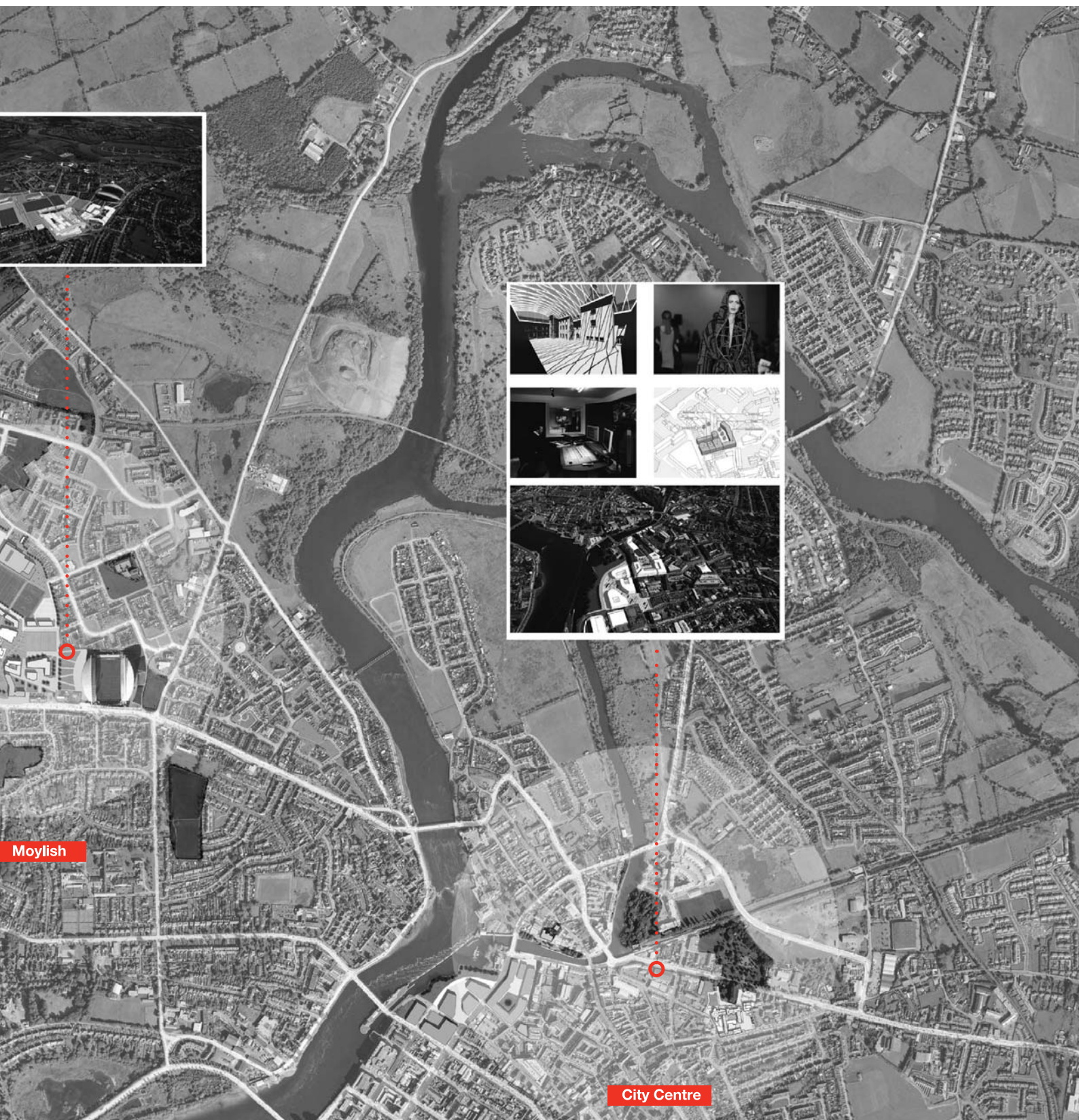
# LIT - LIMERICK CITY CAMPUSES



**LIT - LIMERICK CITY CAMPUSES**  
1. EDUCATION + RESEARCH 2. ENTERPRISE 3. ART & CULTURE 4. SPORT 5. COMMUNITY














**Our core educational provision across our three faculties (Applied Science, Engineering and IT; Business and Humanities; Art and Design) is further complemented with significantly growing research, enterprise and engagement activity. LIT also contributes significantly to the wider community, involving staff and student volunteers.**

**[www.lit.ie](http://www.lit.ie)**





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OF TECHNOLOGY

*Limerick Institute of Technology's aim is to prepare students for fulfilling and challenging futures, fostering the professional, intellectual, social, cultural and personal development of the individual.*





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