



Waterford Institute of Technology
INSTITIÚID TEICNEOLAÍOCHTA PHORT LAIRGE

2020 -2021

Annual Report



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Foreword

This report is a summary of the important facts and figures in the development of Waterford Institute of Technology (WIT) for the years 2020 - 2021. We are first and foremost a learning community and at the heart of our activities is the undergraduate student body. WIT continues to be the institute of choice for students and employers in the region and has succeeded in maintaining its undergraduate numbers over the reporting period. It provides access to third level education via the traditional CAO route and, increasingly, through other non-traditional routes. We continue to maintain a broad course portfolio across Science, Engineering, Business, Health Sciences and Humanities, while our School of Education and Lifelong Learning delivers a wide variety of part-time undergraduate and postgraduate courses in collaboration with the 5 core schools.

One of the key institutional developments during the reporting period is the engagement with our partners in IT Carlow. The delivery of a University for the South East is a long-standing priority of the regional stakeholders. At the heart of the Technological University (TU) philosophy is the role of the university as a catalyst for the social, economic and cultural development of its region. This is a role that WIT has firmly established in the south east region over the last 20 years. Its commitment to student access and progression, strategic stakeholder collaboration in the development of undergraduate, part-time and research programmes, and extensive international collaboration provides a solid foundation for the successful delivery of the new South East Technological University.

Student access to third level education continues to be a major priority for the Institute. In addition to providing multiple access routes for students, WIT has invested heavily in its student life and learning support infrastructure providing targeted academic, financial and counselling support leading to higher retention and completion rates. Our School of Education & Lifelong Learning plays a national leadership role in pedagogy, literacy and Continual Professional Development, and is a lead partner in the National Forum for the Enhancement of Teaching and Learning.

Stakeholder engagement in the delivery of undergraduate teaching, research and innovation for the benefit of our regional community is an important cornerstone of the TU. This report shows the growth of the level of collaborative engagement with regional stakeholders in the design of new programmes across all WIT schools ensuring that we deliver industry-ready graduates. The Institute is the sector leader in research and innovation and PhD graduates. We are the only institute of technology to be

awarded three Technology Gateways by Enterprise Ireland and are the lead institute participating in the European Horizon 2020 programme. WIT has strategically aligned its research centres with the economic and social strategic priorities of the region, and is a leading participant in 6 SFI research centres and a recipient of multiple IRC awards. WIT is globally connected with over 300 research partners, particularly across Europe, Asia and the Americas.

For over 50 years Waterford Institute of Technology has enjoyed a proud tradition of academic leadership. Since our foundation we have shown ourselves to be hugely innovative and creative in the design and delivery of our education portfolio and student services. This is an important feature of the Institute that we will cultivate further as we transition to TU status. As a partner in South East Technological University we will continue to promote WIT's culture of creativity, innovation and excellence in teaching, research and innovation in addressing the current and future needs of the south east region and beyond.



Professor Willie Donnelly, President

INSTITUTE PROFILE

Higher education and learning takes place through people. WIT's pre-eminent resource is the expertise and application of its community that are engaged directly in, or supporting, the teaching and learning, research and knowledge exchange activities of the Institute. The Institute has invested strategically over many years in a targeted programme of staff development and support for staff in working towards further qualifications.

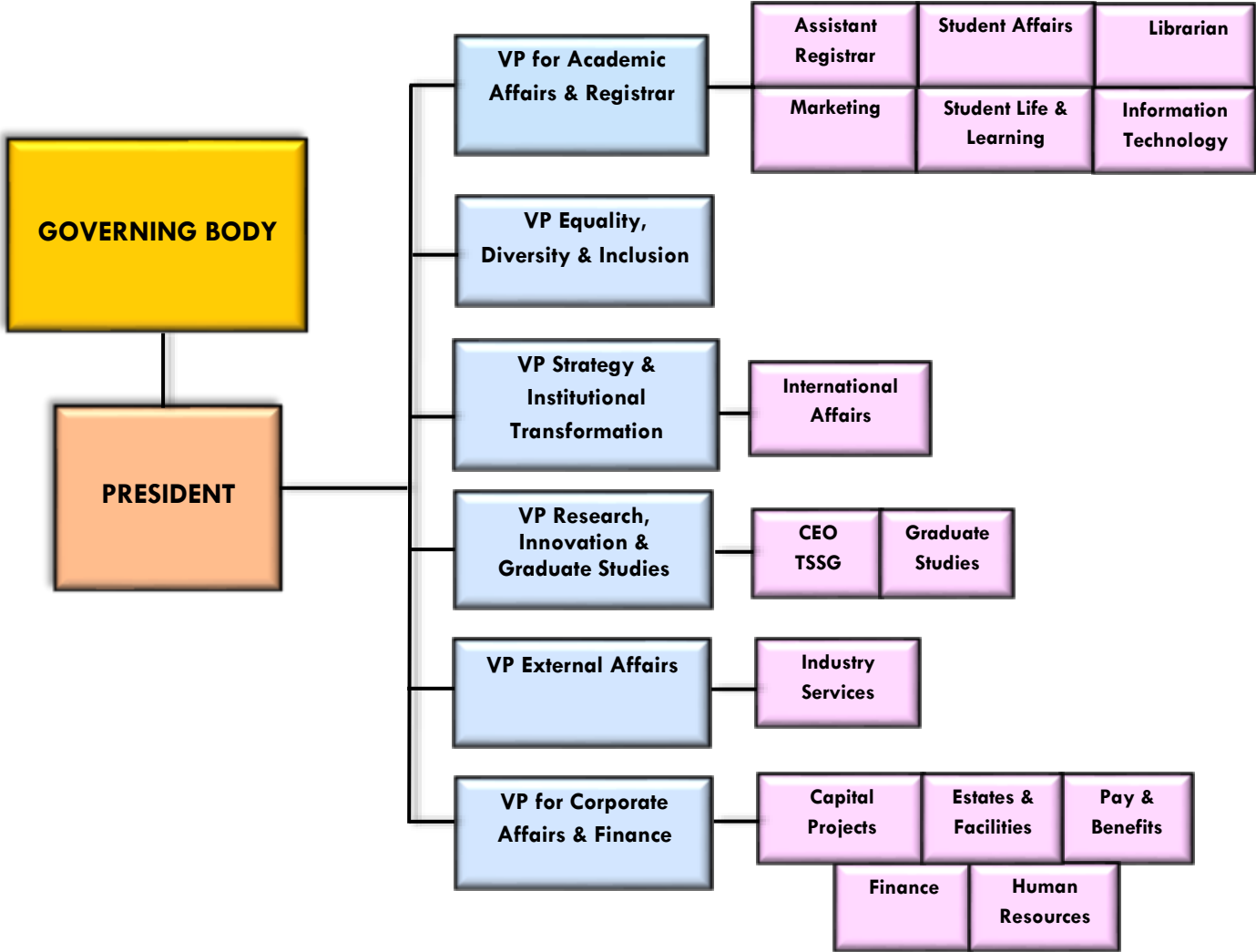
There are six academic schools at Waterford Institute of Technology within a multi-campus environment:

School of Business:	Department of Accountancy & Economics Department of Management & Organisation Department of Graduate Business Studies
School of Lifelong Learning & Education:	Department of Lifelong Learning Department of Education
School of Engineering:	Department of Engineering Technology Department of Architecture Department of the Built Environment
School of Health Sciences:	Department of Nursing & Health Care Department of Health, Sport & Exercise Science
School of Humanities:	Department of Applied Arts Department of Creative & Performing Arts Department of Languages, Tourism & Hospitality
School of Science:	Department of Chemical & Life Sciences Department of Computing, Maths & Physics

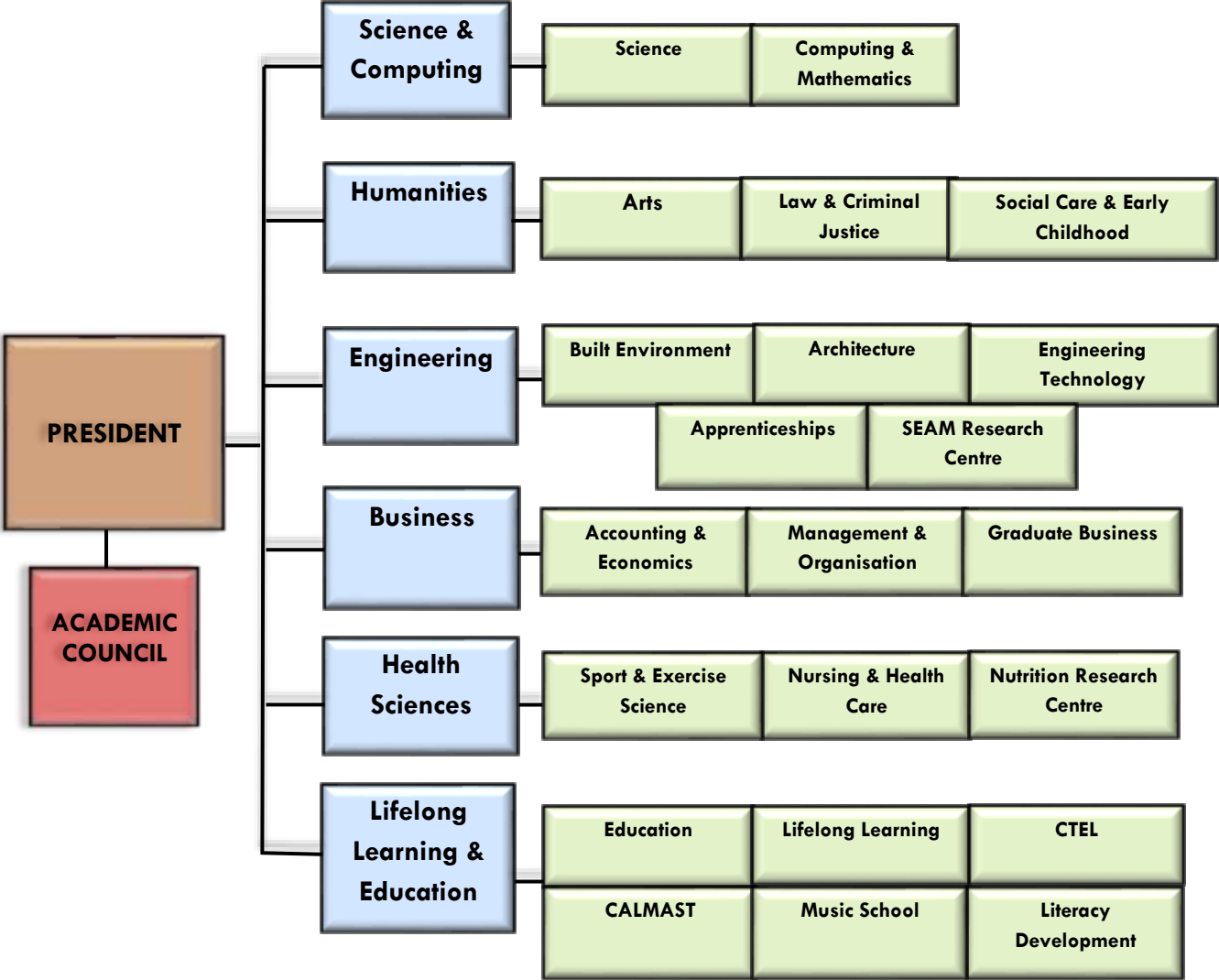
The areas of Functional Management are as follows;

VP Corporate Affairs & Finance:	Finance / Pay & Benefits / Human Resources / Capital Projects / Estates & Facilities
VP Academic Affairs & Registrar:	Assistant Registrar / Student Affairs / Marketing & Communications / Student Life & Learning / IT / Library
VP Research, Innovation & Graduate Studies:	TSSG / Graduate Studies
VP Strategy:	Strategy & Institutional Transformation / International Affairs
VP Equality, Diversity & Inclusion:	Equality, Inclusion & Diversity
VP External Affairs:	External Industry Services

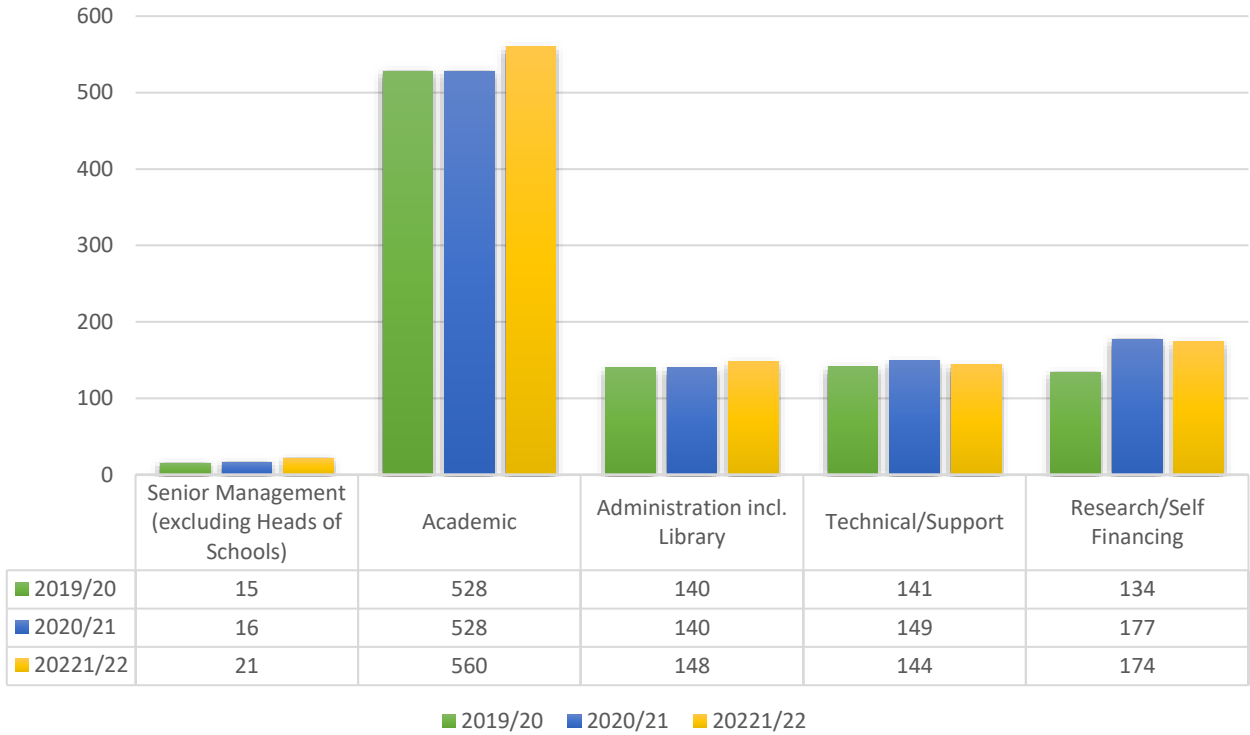
Functional Management



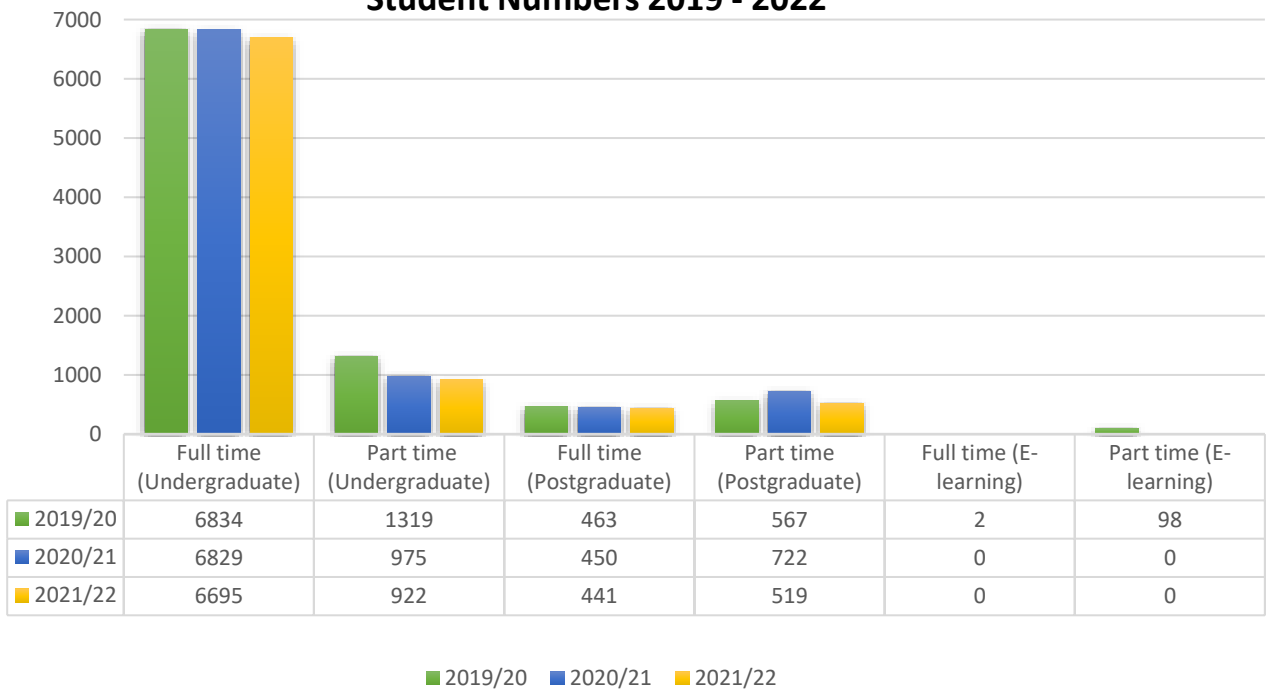
Academic Organisational Structure



Staff Numbers 2019 - 2022



Student Numbers 2019 - 2022



Governance & Management

The Institute's Statutory Governing Body was established in accordance with the appropriate sections of the Regional Technical Colleges Act, 1992 and Regional Technical Colleges (Amendment) Act, 1994. The Governing Body consists of the Chairman, President and seventeen ordinary members drawn from various external bodies as well as staff and student representatives. The term of the 7th Governing Body expired on 31st March 2020. A new board was established in September 2020 for a period of five years or until TU designation is achieved by the TUSEI consortium.

As a result of the Covid-19 global pandemic in March 2020, meetings after this date were conducted virtually via Microsoft Teams and Zoom platforms. During the reporting period to September 2020 to December 2021, the Governing Body met on **15** occasions;

Meetings Attended 1/9/2020 – 31/12/2021		
Number of Meetings	15	
Cllr. Jim Moore	Chairman	15/15
Prof. Willie Donnelly	President	15/15
Ms. Mary Ryan	Waterford & Wexford ETB	15/15
Cllr. Mary Hilda Cavanagh	Kilkenny & Carlow ETB	14/15
Cllr. Garry Laffan	Waterford & Wexford ETB	9/15
Cllr. Lola O'Sullivan	Waterford & Wexford ETB	12/15
Cllr. Barbara-Anne Murphy	Waterford & Wexford ETB	14/15
Ms. Louise Walsh	Academic Staff Representative	14/15
Mr. Ray Ryan	Academic Staff Representative	14/15
Mr. David Kane	Professional, Management and Support Staff	15/15
Ms. Nora Widger	Communities/Church Bodies	12/15
Ms. Imelda Buckley	Professional Bodies - ACCA	14/15
Ms. Anne Marie Caulfield	Waterford Chamber of Commerce	14/15
Mr. Michael Fitzpatrick	Irish Congress of Trade Unions	9/15
Mr. Andy Crowley	I.B.E.C.	12/15
Mr. Michael Quinn	Waterford City Council	6/15
Mr. John Fortune (to June 2021)	Student Representative	10/10
Ms. Rhiannon Kavanagh (to June 2021)	Student Representative	10/10
Mr. Killian Fitzgerald (from Oct 2021)	Student Representative	2/3
Ms. Rachel McCartney (from Oct 2021)	Student Representative	3/3

Payments to Governing Body Members

The following payments were made to members of the Governing Body (excluding staff members) in the period from 1st September 2020 to 31st December 2021:

Member Name	Expenses	Fees (Interviews etc.)	Total Paid
Jim Moore	2845.39	10950.00	€ 13,795.39
Lola O'Sullivan	673.29	12150.00	€ 12,823.29
Mary Ryan	172.88	4500.00	€ 4,672.88
Teresa Byrne (External ARC member)	-	1800.00	€ 1,800.00
Martin Costello (External ARC member)	47.48	1500.00	€ 1,547.48
Mary Cavanagh	180.06	600.00	€ 780.06

ACADEMIC SCHOOLS

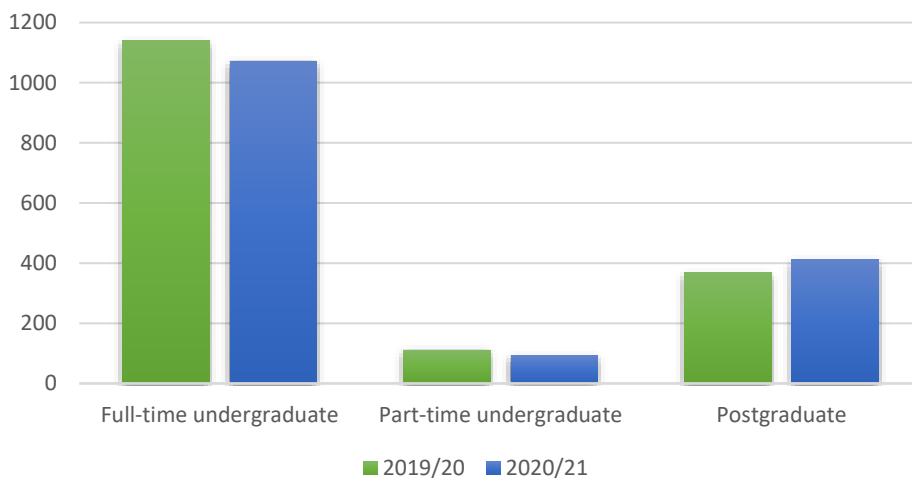
The School of Business has an international reputation for excellence in business education. It provides undergraduate, postgraduate, executive and entrepreneurial education. The School's serves the Institute's mission through its high quality provision of business and management education. It has 75 academic specialists and strong links to industry and the professions. Some of its selected highlights are presented in the following sections. It comprises three departments:

- Accounting and Economics
- Graduate Business
- Management and Organisation

Student Enrolments

	Full-time undergraduate	Part-time undergraduate	Postgraduate
2019/20	1139	111	368
2020/21	1071	93	412

Student Enrolments 2019 - 2021



Staff awards and achievements

- Mr. Gabriel Makhoulf, Governor, Central Bank made his first Irish speech at the School on 20th November 2019. In addition to the governor, we hosted the Director for Financial conduct of the bank, Ms. Derville Rowland.
- Mr. Frank Conway, Lecturer in Finance, Mr. James Redmond, Lecturer in International Business, and Ms. Katie Scallan, Lecturer in Finance were awarded teaching hero 2021 awards by the National Forum for Teaching and Learning and USI.
- Dr. Felicity Kelleher and Dr. Sheila O'Donohoe were awarded Professor Title by the Institute in Management Practice and Finance respectively.
- Professor Felicity Kelliher won Prix de la Délégation générale du Québec à Londres (Québec Government Office in London prize) at the Association of Canadian Studies of Ireland's annual conference.
- Dr. Collette Kirwan became national Chair of the Irish Accounting & Finance Association.

- Dr. Collette Kirwan and Dr. Chris O’Riordan are joint chairs of the Irish Academy of Management’s annual conference to be held online by the School in August 2021.
- Dr. Thomas O’Toole is joint chair of the International Marketing and Purchasing Group’s annual conference, hosted jointly by WIT and UCC online in August 2021.
- The School made submissions to the Human Capital Initiative Fund under the Innovative and Agility Programme and was successful with two National projects: “Strengthening and Protecting the Funds Industry” & “Growth Hub”.



Gabriel Makhoul delivered his first keynote speech WIT.

Research project highlights

- Dr. Ray Griffin, Dr. Aisling Tuite and Dr. Zeta Dooley were awarded €3.5 million EU Horizon 2020 funding for research entitled ‘HECAT: Disruptive Technologies Supporting Labour Market Decision Making’.



Student award and achievements

- The recipient of the first Entrepreneurial Scholarship is Jordan Casey who is a BBS (Hons) year 2 student. The School of Business Entrepreneurial Scholarship encourages and rewards an inspiring School of Business undergraduate student who demonstrate an innovative and entrepreneurial spirit;
- 63 School of Business students were recognised for their academic achievements during the 2019/2020 academic year at the 18th Annual Recognition of Awards Ceremony on Thursday, 12 November 2020. This ceremony recognises continuing students with outstanding academic achievement in their previous year. The Dean’s list comprises approximately the top 5% highest performers in the School each achieving first class honours in their continuing studies;
 - The Rowe Medal is in memory of the founding Head of School, Brendan Rowe. It presented to the best performing undergraduate student.
 - The Graduate of the Year was Anita Osborne who completed the BA (Hons) in Accounting.
 - The International Student of the Year Award award was presented to Qi Chin Yen who is studying the Bachelor of Arts (Hons) in Accounting.

- John Hume Credit Union Scholarship was presented by St. Dominic's Credit Union and the Waterford Credit Union to Caroline Moriarty who is studying the BA (honours) in Accounting.
- CIMA Management Accounting Prize was presented to the student with the best Management Accounting result for Bachelor of Business (Honours) and BA (Honours) in Accounting. The recipients were Wen Qi Chin studying the Bachelor of Arts (Hons) in Accounting and Alex Fitzgerald studying Bachelor of Business (Hons).
- CPA Financial Accounting Prize was presented to the students with the best Financial Accounting result from the BA (Hons) in Accounting and the Bachelor of Business (Hons). The recipients were Shane Mobed, studying the Bachelor of Arts (Hons) in Accounting and Niamh Fennelly, studying the Bachelor of Business (Hons).



Pictured are a selection of the attendees at the virtual awards night

The School of Education offers courses on Teaching, Literacy and Management of Education across levels 6 to 9. The Schools Department of Lifelong learning works in partnership with the WIT School of Business, Engineering, Health Sciences, Science and Humanities to offer a broad range of part-time courses across levels 6-9, to the general public and industry. There are 61 staff members across academic, administrative and technical categories. The School is divided into the following departments:

- Department of Education
- Department of Lifelong Learning
- Literacy Development Centre
- Centre for Technology Enhanced Learning
- CALMAST
- Music School

Head of School: Dr Helen Murphy

Head of Department of Education: Dr Mary Fenton

Head of Department of Lifelong Learning: Mr Neil Quinlan

Literacy Development Centre Manager: Ms Catherine Earle

Head of Centre for Technology Enhanced Learning: Mr Ken McCarthy (Acting)

School Administrator: Ms Judy Robinson

Student enrolments for School				Staff enrolments for School		
Part-time U/G	Full-time P/G	Part-time P/G	Part-time (Music)	Part-time	Staff with PhD's	Staff undertaking PhD's
300	20	150	400	28	10	5

Programme Development:

New programmes introduced or main programme developments are as follows;

- Launch of structured doctorate (PhD) in Education
- New minor awards in Higher Education:
- Certificate (L9) in Teaching and Learning in HE
- Certificate (L9) in Technology Enhanced Learning in HE
- Other new award programmes
- Certificate (L7) in Social Enterprise
- Certificate in Adult Literacy Studies
- Creating Capable Communities with Social Justice Ireland (online)

Staff matters & principal awards:

The School (through its success in securing external funding) increased its staff numbers in Education and Technology Enhanced Learning in 2020 and 2021.

The additional education staff are contributing to a number of funded educational research projects in the School addressing themes such as Professional development for educators, technology enhanced learning in HE, recognition of prior learning and lifelong learning.

The School via the Centre for Technology Enhanced Learning increased capacity significantly to support the migration of programmes to online and blended modes of delivery from March 2020.

This additional capacity in areas such as e-learning, instructional design and Moodle was a critical part of ensuring that the Institute continued to provide quality teaching to students throughout the Covid pandemic.

Staff in the School continued to have some notable achievements:

A number of staff (Dr Anne Graham Cagney, Dr Zeta Dooley, Dr Lucy Hearne and Dr Helen Murphy) all achieved funding to support PhD students through both institutional competitive calls and the SERD call with IT Carlow. These scholarship calls have increased substantially the number of PhD students in the School.

Three staff in the School were nominated for the Teaching Excellence Award in 2020, a worthy achievement and recognition.

Dr Anne Graham Cagney was recognised nationally in her role as President of the Ireland Fulbright Alumni Association.

Also in 2021 Eoin Gill and Sheila Donegan of CALMAST were recognized nationally at the Irish Education Awards and won best Education Outreach for 2021.

CALMAST was also the centre in an Irish Higher Education Institute to be recognized at the Times Educational Awards in 2021 for excellence in STEM Engagement.



Student matters & principal awards

The School continued to recruit strongly across undergraduate and postgraduate education programmes throughout 2020 and 2021.

As the majority of students in the School are studying part-time, the migration to fully online and blended programme delivery was well received.

Retention and completion rates for programmes remain steady despite Covid and the role of staff in successfully pivoting to remote teaching and learning was acknowledged.

The School, through the Department of Lifelong Learning led a number of initiatives for industry and lifelong learning throughout 2020 and 2021.

In May 2020 (at the early onset of Covid) the School developed an Enterprise Support Initiative for SME and micro-enterprises across the region. A number of short fully online programmes designed to enable SME's to migrate their businesses online were offered and over 150 individuals from SME's across the region participated and benefitted from this.

The School led the institutional applications for funding via Springboard+. The July Stimulus (in 2020 and 2021) and the Human Capital Initiative.

The Institute has secured over 10M in funding across these initiatives over a 4 year period and continues to work with industry partners on the Skills and Innovation Agendas.

School Research activity

The School has had considerable success in securing competitive funding though both national and EU funding calls.

A number of projects addressing RPL, Lifelong Learning, Adult Literacy and Professional Development are all underway following funding success.

The School has had particular success under Erasmus+ Key Action 2 and Key Action 3 Calls during 2020 and 2021 and this is significantly adding to the School's research profile.

In addition to competitive research funding the School has increased its number of PhD students to 9 (from a very low base) in 2021 and expects this to continue as staff in the School continue with building research supervision capacity and individual funding success.

The School also welcomed a new Professor to the School in 2021. Professor Maggie Gregson is Professor of Vocational Education and Research Lead in the School of Education at the University of Sunderland. She is also Director of the University of Sunderland Centre for Excellence in Teacher Training (SUNCETT). Professor Gregson joins the School under the new UK Joint Professor programme in WIT.

Professor Gregson will visit the School (virtually and physically) twice during 2022 and engage with staff across the School on a number of research initiatives.

The School continues to work with Professor Meg Benke from Suny Colleges in the US who is Honorary Professor of Education and brings great expertise in adult learning and technology enhanced learning to the School.



The School of Engineering is home to a broad range of education, training, research and consultancy activities. The School was established with the Institute in 1970 and there have been in excess of 16,000 graduates to date. The School is divided into the following departments:

- Department of Architecture and the Built Environment
- Department of Engineering Technology
- Department of Apprenticeships and Skills
- SEAM Research Centre

Head of School: Dr. Ken Thomas

HoD Architecture & Built Environment: Máire Henry

Asst. HoD Architecture & Built Environment: David Morrissey

HoD of Engineering Technology: Dr. Austin Coffey

HoD Apprenticeships & Skills: Albert Byrne

Director of SEAM Research Centre: Dr. Ramesh Raghavendra

School Administrator: Claire Fitzpatrick

Student enrolments for School				Staff enrolments for School			
Full-time U/G	Full-time P/G (Incl. Craft)	Full-time P/G	Part-time P/G	Full-time	Part time	Staff with PhD's	Staff undertaking PhD's
780	914	57	65	128	26	21	7

Programme Development:

New programmes introduced during the term covered by this report and/or main programme developments. Apart from regular improvements to the full-time portfolio, the School has continued to develop its part-time offerings for CPD and lifelong learning. The Springboard funding has been a catalyst for a number of successful programmes including Automation, Biomedical Engineering, Fire Engineering, NZEB Design and Construction Site Management. Another very important development in the past 2 years has been the new and unique degree programme in Additive Manufacturing The WIT-led AMASE: Additive Manufacturing Advancing the South East was awarded € 2,152,349 in 2020 under the Human Capital Initiative Pillar 3 (Innovation and Agility). This AMASE project is being led by the School of Engineering in WIT in partnership with: the Faculty of Engineering in the ITC; the Engineering the South East Cluster; and nine leading companies in the South East and wider Southern Region – Stryker, Boston Scientific, Bausch & Lomb, Jabil, Waters, Sulzer, DPF Engineering, Keenan-Alltech and Glanbia. Central to the delivery of the programme is the 3DWIT Training Centre.



Staff matters & principal awards

In line with the Institute's and School's strategy, the School of Engineering faculty and staff endeavours to apply excellence in teaching, learning and research. In addition to providing flexible pathways for life-long learning, the School plays a key role in supporting industry at local, national and international levels. School of Engineering personnel have continued to win awards and be involved in a variety of important activities over the 2019-2021 period, both on campus and off-campus.

The School's greatest strengths are the diversity of disciplines and offering a learning environment which mirrors emerging collaborative trends of industry. This diversity is also due to the education and research personnel, many of whom have distinguished professional as well as academic credentials.

The School staff has also been central to the resurgence of Craft Apprenticeships programmes in the South-East region over the past 2 years. The specific programmes delivered include Electrical, Electronic Security Systems, Motor, Plumbing, Brick & Stonelaying. A number of these programmes have had their syllabi updated in the 2019-2021 period. Their associated investment in infrastructure and new equipment has also been very significant in that period at approximately €1.5 million. The rapid growth and the predicted continued growth in the coming years led to the School's decision to re-establish a separate Department for Apprenticeships and Skills in 2020.

Student matters & principal awards

There are a number of annual awards for students in the School of Engineering. These have grown in number over the 2019-2021 period. The majority are sponsored by companies in the region and linked to specific programmes. These companies have partnered with the Departments and the School for a variety of reasons, including their need for more graduates and their desire to support excellence within a particular discipline. A number have also come about through our alumni network. The sponsors of the various awards include BAM, SISK, AIB, Intel, ESB, ON Semiconductor, Douglas Carroll, Clancy, CIAT, CIOB and Weltec.

A very notable award that was achieved in 2021 by Year 3 students on the BArch [Honours] in Architecture programme. Alan Fitzgerald and Mark McGinley were joint winners of the "*Where There Is No Engineer - Designing for Community Resilience*" national finals held online. Eight teams presented their concepts to four judges (including one from Irish Aid), hoping for a chance to develop their concepts further in partnership with Engineers Without Borders sponsor, Bentley Systems. This year, the students focused on designing solutions for schools in Kabwe, Zambia. Engineers Without Borders partner, Zamda Ireland run a school and emergency shelter in the urban area of Kabwe and a school in the village of Chileya about 20km away. Winners Alan and Mark came up with separate innovative and imaginative designs to expand and improve Chileya Village School, both keeping student wellbeing and sustainability in mind. Alan presented "Phases - A three cluster phased school design approach that allows for enclosed, protected and flexible teaching spaces". Joint winner Mark presented "The Street - Where the excitement and joy of school life is reflected inwards, creating a safe haven of community".



Where There Is No Engineer - Designing for Community Resilience

School Research activity

The School has continued to develop its research activities in the 2019-2021 period. The main hub is the SEAM Research Centre. This is one of the leading research units in the Institute and indeed is recognised as a national leader in the domain of Applied Materials. In spite of the impacts of Covid, SEAM continued to be very successful in this period. This included the advancement of two major funding awards: the Disruptive Technologies Innovative Fund (DTIF); and the Regional Development Fund (REDF). The €2.6 million DTIF project is called 'E-BAMBI' and has the capacity to disruptively innovate the medical device market. The REDF funding has led to the establishment of the €1.7 million 3DWIT. This unit has given Additive Manufacturing training to personnel from industry. 3DWIT has also helped to ensure that all School of Engineering students will also get advanced Additive Manufacturing training from 3DWIT.

A key research appointment that was made in 2021 was that of Prof Tony McNally, a Director of the International Institute for Nanocomposites Manufacturing (IINM), WMG at the University of Warwick. Prof McNally is the first joint professor appointed by WIT. The aim of the programme is to assign an eminent UK-based research professor to each School within the Institute to enhance WIT's international partnerships, collaborations and research capability. Under the governance and sponsorship of Dr Ken Thomas, Prof Tony McNally will advise on the development of a research strategy and action plan for the School of Engineering.



WIT appoints the first of its UK joint research professors from the University of Warwick

The School of Health Science consists of three academic Departments;

- Department of Nursing and Health Care
- Department of Sport & Exercise Science
- International Research Centre: Nutrition Research Centre Ireland

Head of School: Prof John Wells

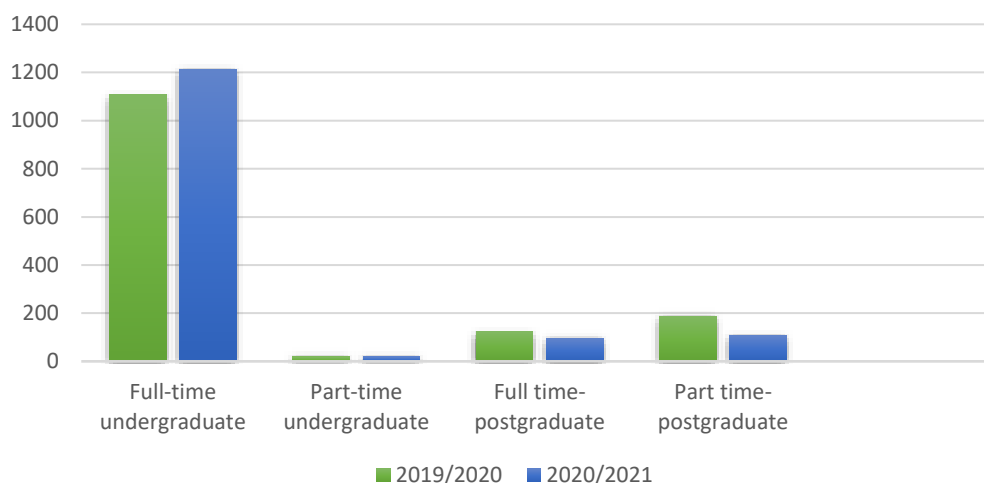
Head of Department of Nursing and Health Care: Dr Sara Kennedy

Head of Department of Sport & Exercise Science: Prof Michael Harrison

Head of Research Centre NRCI: Prof John Nolan

School Administrator: Alison Galloway

Enrolments - School of Health Science



Staff statistics (total for School):

No. of full-time staff : 80

No. of part-time staff : 2

No. of staff with PhDs : 31

No. of staff undertaking PhDs : 9 in Nursing (0 currently in Sport and Exercise Science but there was one last academic year who completed), so 9 currently, 10 last year

Programme Development

New programmes introduced during the period are as follows;

Certificate in Palliative Care 2021/2022: Department of Nursing and Health Care developed this 10-credit module in response to HSE request to develop a programme that will help to upskill staff in new Palliative Care Service in University Hospital Waterford.

Certificate in Respiratory Care in Intellectual Disability: This 10-credit module has been developed to address the need for advanced skills for RNID (Registered Nurses in Intellectual Disability) to provide care at advanced level in regional services.

Programmes in the Department of Sport and Exercise Science retained their professional accreditation with the Register of Exercise Professionals in Ireland (REPS Ireland) following a successful audit in May 2021. The Department of Sport and Exercise Science continues to develop international links for outgoing student placements including in the US, UK and the Netherlands.

Staff matters & principal awards

Five professors were appointed to the School in May 2021, Professor John Nolan, Professor Martina Gooney, Professor Niamh Murphy, Professor Michael Harrison and Professor Marie Claire VanHout.

Health Science faculty at the University of Washington Bothell and the School of Health Science at WIT have built TEACH Colab (Transnational Education and Community Health Collaboratory) over the past 4 years, enabled by two HEA Mobility awards in 2018 and 2019, and strengthened through the award of ERASMUS+ KA7 funding in 2019 and in 2020. TEACH CoLab formed the basis for the 2019 SATLE award in the School of Health Science and the 2020 award will focus on further building staff and student engagement in the context of teaching and learning in the School.

Led by staff in the Department of Sport and Exercise Science, WIT achieved the Exercise is Medicine on Campus Silver Award in 2020. The EIM-OC award is the quality mark of the American College of Sports Medicine.

Work continues between the Department of Nursing and Healthcare and the Golisano Foundation. Two fellowships have been awarded to clinicians working in the Intellectual Disability Service. A number of Nursing and Healthcare staff are working as mentors with the Golisano Foundation.

The following adjunct professors were appointed to the School since 2019:

- Prof John Cooke, UHW and RCSI
- Prof Mike Tipton, University of Portsmouth
- Professor Fiona Timmins, UCD

John Nolan and researchers from the NRCI launched 'Supplement Certified', an independent certification system to effectively analyse the composition of nutritional supplements. The team will help to back up the efficacy of products in an unregulated multibillion euro supplement market.

Student matters & principal awards

HRB grants: Two students under the supervision of Dr Mary Reidy (Department of Nursing and Healthcare) and Dr Brona Kehoe (Sport and Exercise Science) were awarded Health Research Board Summer Studentships in 2021.

Marie Skłodowska-Curie Actions (MSCA) Individual Fellowship: Lead postgraduate researcher Rebecca Power was awarded a prestigious European fellowship worth over €174,000 via the Horizon 2020, EU framework research program. This will allow her to further augment her innovative research linking nutrition and cognitive health.

School Research activity

The broad research portfolio incorporates wide and different areas across the Nursing and Healthcare, Sport and Exercise Science and Nutrition disciplines. These include cancer and palliative care, ageing and frailty, intellectual disability, mental health, men's health, women's health, social-related areas such as inequality of access, nutrition, physical activity, health promotion, clinical exercise programming, biomechanics, coaching, strength and conditioning, player development and sports management.

The School has 38 research postgraduate students currently registered across the Department of Nursing and Healthcare, Sport and Exercise Science and in the Nutrition Research Centre Ireland. Since 2019, 19 new research postgraduates have been recruited. Funding to support these students has been achieved as part of South-Eastern Regional Development grants, WIT PhD Scholarship and Irish Research Council Scholarships. Co-fund partners in these collaborations include the Golisano Foundation, Care Collaboration, Glanbia DAC, UPMC Hillman Cancer Centre, Laois County Council, and the Irish Horseracing Regulatory Board.

Over 40 publications have been achieved since 2019 in peer reviewed journals by School staff including one in the prestigious medical journal, The Lancet.

Through IPARC (the Irish Physical Activity Research Collaboration), School staff have contributed to a national standardised evaluation framework for all nationally funded physical activity initiatives. This framework has been developed in collaboration with several government departments. School staff members continue to contribute to national policy across health, sport, transport and community domains.

The NRCI have conducted research on the role of nutrition and lifestyle for human well-being. The current areas of study include key micronutrients for visual performance, eye health, sports performance, functional foods, and cognitive function with a major goal of identifying ways to reduce Alzheimer's disease.



The School of Humanities has long been the largest School at WIT. These disciplines and programmes extend across Liberal Arts, Performing Arts, Law and Social Science, Social Care and Early Childhood Studies, Culinary Arts and Hospitality and Tourism Studies, and others.

The School is divided into three academic departments:

- Department of Arts
- Department of Law and Criminal Justice
- Department of Social Care and Early Childhood

Head of School: Dr Suzanne Denieffe

Head of Department of Arts: Dr Seamus Dillon

Head of Department of Law and Criminal Justice: Dr Michael Bergin

Head of Department of Social Care and Early Childhood: Dr Lisa Moran

School Administrator: Ms Hannah Butler

Staff Awards & Achievements

No. of full-time staff : 144
No. of part-time staff : 12
No. of staff with PhDs : 54
No. of staff undertaking PhDs : 4

- Dr Kate McCarthy won the Early Career Researcher award in 2021. Kate's teaching, research, and practice explores and challenges exclusionary and gendered narratives
- A number of staff obtained PhDs: Dr Maria McEvoy, Dr Keira Flanagan, Dr Stephanie Flynn and Dr Danielle Douglas.
- Dr Michael O'Sullivan was the inaugural Emeritus Lecturer in WIT, marking his outstanding contribution to School of Humanities and scholarship in spirituality across the globe.
- Dr Geraldine Cleere was appointed to the Scientific Committee of the UNESCO Chair of Applied Research for Education in Prisons. Dr Cleere is the first Irish member to take a seat on the Scientific Committee, which acts in an advisory capacity to the Chair of Applied Research for Education in Prisons and consists of distinguished researchers in the field of adult and prison education from around the world.
- Mr Edward Hayden was appointed to the Irish Food Writers Guild. Membership is by invitation only to established food writers with an acknowledged and substantial corpus of work with acclaimed names in food as members
- The RTÉ National Symphony orchestra performed a programme of contemporary music in June by composers including Grainne Mulvey (WIT graduate), and Dr Marian Ingoldsby.
- Dr Fiona Ennis was listed as one of the winners of the 2021 Fish Short Story Prize.



Dr Michael O' Sullivan, Emeritus Lecturer WIT

Programme Development The School delivered 22 taught programmes in the academic years 2020 and 2021. These included six level 6 programmes, three level 7 programmes, twelve level 8 programmes and two level 9 programme. Overall, student numbers remained similar to previous years. However, the low student number programmes continued to struggle to attract students, in particular the level 6 programmes.

New programmes developed include a 4 year programme, BA (Hons) in Early Childhood Care and Education in 2021, developed to be in compliance with the Department of Education and Skills Professional Award Criteria and Guidelines for Initial Professional Education (level 7 and level 8) Degree Programmes for the Early Learning and Care (ELC) Sector in Ireland (2019) (PACG).

The School also developed and deliver a Certificate in Food and Beverage Operations and Bachelor of Arts in Culinary Studies.

Arising from the challenges of the low numbers in tourism and hospitality, the School developed a level 7 programme, Bachelor of Business in Tourism and Hospitality to meet student and industry needs. It is hoped to commence delivery of this programme in September 2022.

The Bachelor of Arts programme was amended to become a double major, commencing intake in September 2022. It is anticipated that this will increase the demand for the arts degree programme.

The Level 7 and level 8 social care programmes were submitted to CORU, the Social Care Worker Registration Body, for accreditation as registered Social Care Work approved programmes with a panel review expected in April 2022. The Bachelor of Laws and Bachelor of Arts in Psychology programme continue to be validated with Kings Inn and Psychological Society of Ireland respectively.

Research Activity The School collaborates with the School of Life Long Learning and Education in a Joint Research Board, and having delivered traditional PhDs for many years, registered its' first structured doctorate candidate in September 2021. The School has an active School Research Ethics Committee and School Research Committee. The School has finalized its' research strategy which is due to commence implementation in January 2022. Agreement was also reached during the year to appoint a WIT- UK Research Professor- Professor Sally Shortall.

The School has four active research groups: Analysing Social Change, Creativity and Culture, Crime and Justice and Spirituality in Society and the Professions. The School has in the region of 45% of staff who meet the criteria for being research active, either as part of one or more research groups or as individual researchers.

During the year, staff obtained research funding from a range of sources including funding for post graduate students through the WIT PhD Scholarship and South East Development Fund. The Research Connexions funding was used to good effect, resulting in outputs including peer reviewed publications, books chapters and books and a very successful national conference on Waterford playwright Teresa Deevy.

External funding for research projects was secured. This included funding from the European Maritime and Fisheries Fund and administered through An Bord Iascaigh Mhara for a project led by researchers from WIT's Humanities School on behalf of the Creadan - Waterford Estuary Steering Group, with outputs including a new short documentary film entitled 'Creadan - a sense of place' and a webinar event exploring the significance of Creadan as potentially one of the earliest human habitation sites in Ireland.

Another cross school funded project, led by the School of Humanities involved the evaluation of a telehealth intervention pilot study. This was a collaborative project including the HSE Digital Transformation/ HSE Integrated Care for Older Persons / Tunstall Emergency Response/ Wexford County Council/ Age Friendly Ireland. The evaluation report was launched in December 2021.

As a result of the Covid 19 pandemic staff members moved to emergency remote learning and this had an impact on dissemination activity for the 2020-2021 period. Despite this, staff produced research outputs including books, book chapters, monographs, journal articles, exhibitions and media work, numbering almost 50 artefacts in total.



Filming on location, The Creadan Project, WIT Humanities, 2021.

Student Awards & Achievements Four students from the BA (Hons) in Culinary Arts at Waterford Institute of Technology won Gold, Silver and Bronze Medals at Chef Ireland 2021.

Twelve students from the Waterford Institute of Technology and Nemeton TV course were nominated in four categories in the National Student Media Awards 2021, going on to win three of the top awards. In 2020 eight students from the Waterford Institute of Technology and Nemeton TV course were nominated in three categories went on to win two of the top awards. BA Visual Art students held successful exhibitions of their work in Garter Lane and GOMA Waterford.

Two recent WIT Visual Art graduates Susie Kelly and Marika Miklosi Manning were longlisted for the prestigious RDS Visual Art Awards in 2020.

David Fallon, a final year English major at Waterford Institute of Technology (WIT) had a selection of his poetry published in Green Carnations Anthology compiled by Queer Writers of Ireland. The intention behind the Green Carnations anthology is to debut and showcase the verse of the next generation of queer Irish poets.

Following the visit of Supreme Court Judges to WIT in February 2020, an invitation was issued to nominate one student each year for the Chief Justice's Summer Placement Programme. A student from the LLB participated in the summer of 2021.



Visit of Supreme Court Members to WIT

The School of Science & Computing is comprised of two departments:

- Department of Computing and Mathematics
- Department of Science

Head of School: Prof Peter McLoughlin

Head of Department of Science: Dr Orla O'Donovan

Head of Department of Computing and Maths: Dr Alan Davy

Assistant Head of Department: Eleanor Kent

School Administrator: Fiona Power

Student statistics (total for School):

Full-time undergraduate students: 1476

Part-time undergraduate students: 359

Full-time postgraduate students: 59

Staff statistics (total for School):

Full-time staff: 125

No. of staff with PhDs: 75

Programme Development:

- Higher Diploma in Science in Computer Science;
- Higher Diploma in Business Systems Analysis;
- MSc in Computing (Enterprise Software Systems);
- Higher Cert and BSc in GMP and Technology;
- MSc in Analytical Science and Quality Management with embedded 10, 20 and 30 credit minor awards;
- Certificate in Pharmaceutical Technology (Springboard programme);
- Certificate and BSc, Laboratory Technician (Apprenticeship programme);
- Individually certified modules in horticulture and forestry;
- MSc in Organic and Biological Agriculture.

Staff matters & principal awards

In June 2019: The Secretary General of the Department of Foreign Affairs and Trade, and Chargé d'affaires of the U.S. Embassy in Ireland, announced 36 Fulbright Irish Awardees for 2019-2020.

Dr John Sheppard a lecturer in cybersecurity and digital forensics in the Department of Computing and Mathematics was awarded the first Fulbright-TechImpact Cybersecurity Scholar to Georgetown University in Washington D.C.

At the National Forum for the enhancement of Teaching and Learning in higher education Teaching Hero awards 2021, 16 staff from across the School of Science and Computing were nominated

At the 2021 WIT teaching excellence award Dr Claire Lennon was the overall award winner.

Academic Achievement Award

Lee Coffey, from Science and Sasitharan Balasubramaniam from TSSG won the Outstanding Academic Achievement Award in the field of Digital Technology at the Technology Ireland Industry Awards which took place on 22nd November 2019 in the Mansion House, Dublin. The project, titled 'Digital DNA Storage Infrastructure of the Future', involves an infrastructure that supports encoding of digital transformation in DNA, which will lead to a new form of data storage for the future.

Una McDermott Award for Contribution to Science 2020

The award to recognise an individual or groups exceptional contribution to science, was awarded at the Department of Science career day on the 28th February 2020. The Una McDermott Award was presented to the family of Matteo Sottocornola who sadly passed away during the year. A tree planting in his honour also took place in Carriganore.

Una McDermott Award for Contribution to Science 2021

On the 26th of March 2021. Professor Luke O'Neill (Trinity College Dublin) gave the keynote address at the 2021 Careers Day, and received the Una McDermott Award for Contribution to Science. The exceptional contribution of Professor O'Neill in communicating issues in relation to the Covid-19 pandemic to the public made him a worthy recipient of the award.

Student matters & principal awards

Sun Life Awards: 2020

- Jordan Moylan, BSc in Creative Computing received the Intellectual Curiosity Award
- Jonathan Gillespie, BSc in IoT received the Enterprise Award
- Conor Power, BSc in Applied Computing received the Innovation Award

Sun Life Awards: 2021

- Dylan Gore, BSc in Internet of Things, supervised by Mohit Taneja, received the Intellectual Curiosity Award
- Ewan Hills, BSc in Internet of Things, supervised by Mohit Taneja, received the Enterprise Award
- Gianluca Zuccarelli, BSc in Applied Computing (media development), supervised by Colm Dunphy, received the Innovation Award
- Great Agri-Food Debate Winners
- In April 2021 the WIT team was named the Virtual Great Agri/Food debate winners. Participating colleges included WIT, UCD, UL, DkIT, Northern Irelands College of Agriculture (CAFRE) and the University of Abserystwyth in Wales.



Dept. of Science Careers Day 2020 – WIT Arena

Department of Science Student Awards 2019/20

- Conor Noonan, BSc in Forestry was awarded the "Augustine Henry Student Medal 2020" Society of Irish Foresters
- Kevin Foskin, BSc (H) in Molecular Biology, Excellence in undergraduate Research, Eurofins
- Roisin O'Brien & Megan Murphy, BSc (H) in Pharma Science, Lit Review Presentation Award, Sofrimar
- Roisin O'Brien, BSc (H) in Pharma Science, Research Project Award, Sanofi
- Craig Sweeney, BSc. in Pharma Science, Academic Excellence Award, TriviumVet.
- Tara Perset (Erasmus), Eoin Barry, Chloe O'Rourke, BSc in Applied Biology, Excellence in Biology Research, Source BioScience.
- Aishling Prendergast & Rhys Edghill, BSc in Agriculture, Project Poster Award, Comeragh Veterinary

New TEVA Scholarship

In 2021 the launch of a new student scholarship initiative supported by TEVA Pharmaceuticals, The Philip Kelly Teva Excellence Scholarship was announced. The first winner of the Scholarship was Emma Kearney.

Department of Science Student Awards 2020/21

- Adam Sheridan & Craig Sweeney awarded the Sofrimar sponsored BSc (Hons) in Pharma Science Undergraduate Research Project Literature Review Presentation Award
- Craig Sweeney and Betty Nwankwo won the Sanofi sponsored BSc (Hons) in Pharma Science Undergraduate Research Project Award with Craig Sweeney also winning the BSc (Hons) in Pharma Science Academic Excellence Award, also sponsored by Sanofi
- Hong Yap Tan won the TriviumVet sponsored BSc in Pharma Science Academic Excellence Award
- Eoin Barry, Pasquinna Sida and Gary Hogan won the Eurofins sponsored BSc (Hons) in Molecular Biology with Biopharmaceutical Science Excellence in Undergraduate Biology Research Award
- Zak Dunphy and Ouvalesh Motah won the Source BioScience sponsored BSc in Molecular Biology with Biopharmaceutical Science Excellence Undergraduate Biology Research Award.
- BSc (Hons) in Land Management (Agriculture) Final Year Project Award.
- Sinead Conway and Ciaran Condrón won the Comeragh Veterinary Practice sponsored BSc in Agriculture Final Year Project Poster Award.

School Research activity

On the 24th March 2021 the Walton Institute for Information and Communications Systems Science became the first research Institute to be established at WIT.

The School marked a significant milestone in 2020 when the 100th research postgraduate to graduate from the School in the past 10 successfully graduated from the Institute.

COVID Research Funding:

In June 2020, Dr Lee Coffey, Dr David O'Neill, Dr Denise O'Meara, Dr Orla O' Donovan and Dr Andrew Harrington from the Department of science at WIT along with Patrick Mulhare from the Pathology Department of University Hospital Waterford were successful in competing for research funding for their, Expanding lab tests for the COVID-19 virus, project. Funded through a joint SFI, EI and IDA initiative is aimed at tackling the scientific challenges posed in current COVID-19 testing

Pharma Industry Awards

There was significant success achieved in the National 2020 Pharma Industry awards when the PMBRC won the Pharma Research Centre of the year.



Niall O'Reilly, Centre Manager, accepting the R&D Achievement Award on behalf of the PMBRC

FUNCTIONAL MANAGEMENT

Research, Innovation & Graduate Studies

Waterford Institute of Technology (WIT) is an internationally competitive, globally-focused research-led Institute. WIT researchers continue to demonstrate their caliber registering externally funded contracts to the value of **€25.7** million during the academic years 2019/2020-2020/2021. WIT continues to be a leader in the sector in innovation and entrepreneurship with **138** signed research contracts with industry.

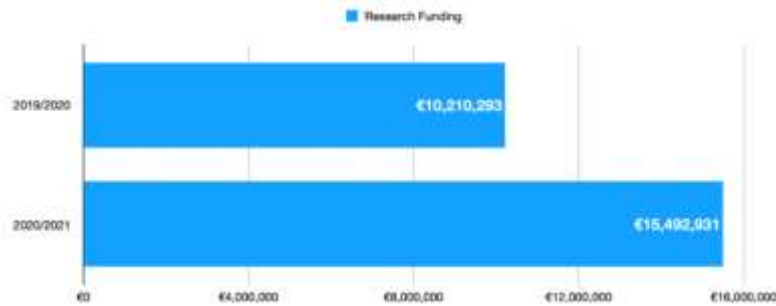


Figure 1: Research Funding Totals for Academic Terms 2019/2020 and 2020/2021

Research Funding Performance Academic Years 2019/2020 & 2020/2021

The Institution's research activity has continued to make a significant impact in the region and beyond. ArcLabs Research & Innovation Centre, WIT's business incubator, remained a key driver for economic development in the region during the academic year 2020/2021. ArcLabs currently houses **29** start-up and early-stage companies, on collaborative research activities. In addition, a further eight companies are housed in WIT's Kilkenny ArcLabs facility. Together, these ArcLabs-supported companies employ more than **180** people between the sites in Waterford and Kilkenny. WIT's involvement in the highly innovative partnership with the National Digital Research Centre (NDRC) has continued to grow. The NDRC at ArcLabs Accelerator Programme is designed to accelerate the growth of early-stage companies with its 3rd cohort running in 2020. WIT secured **€3.14m** in European funding awards for the 2019/2020 and 2020/2021 academic periods. The Horizon 2020 programme came to an end in this period and WIT finished as the top-ranking Institute of Technology in Ireland with a total of €17.93m in funding secured.

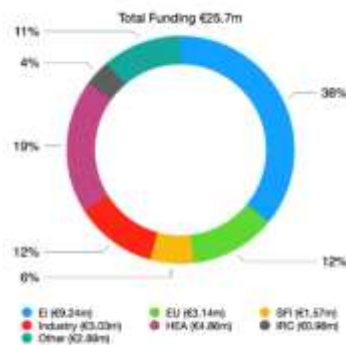


Figure 2: Research Funding Income by Agency for academic years 2019/2020 and 2020/2021

Employment Impact

WIT's ability to secure competitive funding from a range of sources including the EU, national agencies such as Enterprise Ireland and Science Foundation Ireland, governmental departments such as the Dept. of Agriculture Food and the Marine, and other private sources, including industry, is fundamental to its capacity to sustain and grow its research excellence. This funding has enabled the direct employment of an average of **143** research staff per annum across the 2019/2020 and 2020/2021 academic years. The Institute has also created 4 spinout companies over the last **five** years, with strong employment benefits for the region.

Key Funding Highlights (2019/2020 & 2020/2021) Sample: Research Funding Projects the period (01.09.2019 to 31.08.2021)

Date	Agency	Title	Award Value
24/10/2019	Enterprise Ireland (Commercialisation Fund)	VisionARY : Virtual Reality based eyesight testing System providing visual acuity and contrast sensitivity assessment.	€287,512
12/11/2019	Dept of Agriculture, Food & the Marine (Competitive Research Funding Programme)	Digitalisation in agriculture and forestry through data security	€230,801
15/11/2019	Dept of Agriculture, Food & the Marine (Research Stimulus Fund)	Novel nutritional and management strategies to reduce antimicrobial reliance and antimicrobial resistance on Irish pig farms	€247,635
04/12/2019	European Commission (H2020-ICT)	EdgeFLEX - Providing flexibility to the grid by enabling VPPs to offer both fast and slow dynamics control services	€397,500
20/01/2020	European Commission (H2020-ICT)	E-Corridor - e Edge enabled Privacy and Security Platform for Multi Modal Transport	€403,750
11/02/2020	Golisano Foundation and St John Fisher Wegmans School of Nursing	Golisano Project	€300,000
28/05/2020	European Commission (H2020 - Societal Challenges 2)	CITIES2030 - Co-creating resilient and sustainable food systems towards FOOD2030	€413,500
19/08/2020	Enterprise Ireland (Innovation Partnership)	Pneumatic Suspension Strut Design for Large Pressure and Deflection Applications	€255,361
09/09/2020	Enterprise Ireland (Capital Equipment Call)	PMBRC_High Resolution LC-MS system at PMBRC	€249,318
29/09/2020	European Commission (H2020-ICT)	5GMediaHUB 5G experimentation environment for 3rd party media services	€377,500
23/10/2020	Enterprise Ireland (Commercialisation Fund)	Innovative Nanomaterials for Improved Ocular Health - OcuHealth	€545,797
05/11/2020	European Commission (H2020-FeTOpen)	PRIME - A Personalised Living Cell Synthetic Computing Circuit for Sensing and Treating Neurodegenerative Disorders	€706,875
27/11/2020	Science Foundation Ireland (Connect Phase 2)	Connect Phase 2	€606,361
05/12/2020	Science Foundation Ireland (Future Ireland Innovator Prize Food Challenge)	EYE-Q	€219,515
16/12/2020	Science Foundation Ireland (Discover Programme)	Maths Week 2020-2022	€300,000
12/02/2021	European Commission (H2020-MSCA-Individual Fellowship)	CAN - Cognition And Nutrition	€174,928
01/03/2021	Enterprise Ireland (Commercialisation Fund)	Virtual Process Optimization Platform - VIPOP	€330,483
02/06/2021	European Commission (H2020-GreenDeal)	Systemic Innovations Towards a Zero Food Waste Supply Chain	€402,500
25/06/2021	Enterprise Ireland (Innovation Partnership)	Development of "capsule type" respiratory products	€235,159
06/08/2021	Enterprise Ireland (Capital Equipment Call)	TSSG 2 Botsan Scanner	€243,998

HR Strategy for Researchers

WIT fully endorses the principles of the European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers. In October 2020, WIT applied to the European Commission to renew the HR Excellence in Research award at the six-year renewal phase. In July 2021, following an external virtual site visit, WIT became the first Irish Institute of Technology to renew the HR Excellence in Research Award at the award renewal stage. Further information about HRS4R at WIT can be found on our website <https://www.wit.ie/hrs4r>

Postgraduate Research Development and Growth

During the 2019/2020 and 2020/2021 academic years WIT maintained an average cohort of 190 research postgraduate students, pursuing Masters by Research, Doctor of Philosophy (PhD) and Doctor of Business Administration (DBA) programmes. In the 2020/2021 academic year, WIT welcomed 45 new, postgraduate students bringing the total postgraduate research students registered at WIT in 2020/2021 to 193, demonstrating continued strength in this area. A total of 9 students graduated with research postgraduate awards in 2020/2021 (3 Research Masters and 6 PhD).

Level	2019/2020	2020/2021
9 (Research Masters)	29	31
10 (PhD)	157	162
Total	186	193

Table 1: Research Postgraduate Registrations (total on the register) for both Academic Terms (2019/2020 & 2020/2021)

Delivering Impact

WIT's Strategic Plan 2018 - 2021 recognises the Institute's pivotal role as a catalyst for regional economic and social development through the innovation of its research and the creation of an effective knowledge transfer framework. One of the core strengths of WIT's research and innovation ecosystem is its ability to engage with multiple stakeholders and to translate its knowledge pool into solutions which can be accessed by a broad industry base ranging from multinationals to micro-enterprises across most industry sectors – ICT, services, pharmaceutical, agriculture/food, medical devices, and advanced manufacturing. Engagement between the pharmaceutical, advanced manufacturing, and innovation services research centres and their respective industry bases has also ensured a stronger innovation footprint for these sectors in the region, enhancing the long-term sustainability of these regional industries. This importance is further echoed in the Research Fusion '[A strategy for connected and impactful Research 2020-2023](#)' .



Figure 3: Impact Metrics 2020 & 2021 Calendar Years

International Relations

Internationalisation is a core element in the mission of Waterford Institute of Technology and the Institute has been a leader in international education in the Institute of Technology sector for many years.

Office for International Relations Staffing

International Affairs Manager:	Sinead Day
International Marketing Officer:	Hellen Kang Griffith
Senior Staff Officer:	Fiona Purcell
Erasmus + Outgoing Mobility Co-ordinator:	Paula Brazil
International Administrator:	Linda McGrath
International Office Secretary:	Paula Long
Inward Exchanges Co-ordinator:	Damien O'Connell
Vice President for Strategy/Internationalisation:	Dr Richard Hayes

Goals relating to internationalisation may be summarised into three broad areas:

- Further internationalise the Institute through curriculum reform and making available a greater range of international work and study options for students and staff;
- Recruit more international students;
- Increase funding for international research activities.

Within each of these actions are multiple activities. The context within which these activities were carried out changed over the course of the planning cycle, principally because of the impact of the COVID-19 pandemic (2020-the present) and the transition of WIT to the South East Technological University. As part of the preparations for the TU, the internationalisation working group has undertaken a strategic review of all activities which come within the remit of internationalisation. WIT's ability to meet its targets for international recruitment, to support current and future international students, and to execute its overall internationalisation strategy has been severely impacted by the COVID-19 pandemic. At the same time, the International Office was able to continue services to students and partners through the pandemic through the hard work and dedication of staff and through the use of technology. Supporting students and enhancing the learning experience for students is at the heart of the International Office's role at WIT. Staff in the IO are supported by colleagues in Schools, by PMSS staff in other functional areas, and by the Students' Union, especially by the International Student Office within the SU.

Non-EU International Student Recruitment

The Institute's student returns for Non-EU enrolments are set out in the following table.

	2019-20	2020-21	2021-22
Total	227	125	138
New entrants	172	68	90
China	75	52	20
Malaysia	46	27	22
India	50	17	45
United States of America	17	4	6
Nigeria	11	4	8
Pakistan	6	4	8
Central / S. America	10	6	9

In an increasingly competitive environment with rapidly shifting global socio-political contexts, this represents a reasonable performance. The Institute has consolidated its recruitment from China; the collapse of a recruitment pipeline from Brazil a number of years ago has now been compensated for by increased enrolment from China and elsewhere. India now represents also a significant market for WIT.

European Programmes

WIT remains heavily invested in the European mobility programmes and continues to derive great benefit from staff and student mobility, both inward and outward, within these programmes. In 2020, we submitted our application for the next seven year cycle of Erasmus and were successful. WIT continues to develop its partnerships with European universities and colleges and to expand the range of inter-institutional agreements, as reflected in the table below.

Academic Year	2017-18	2018-19	2019-20
TOTAL AGREEMENTS	110	115	136
Total No. of Students included in Agreements	225	235	277

As this table indicates, over 270 students can be facilitated with mobility through these agreements. WIT continues to make progress in outbound mobility with noticeable increases in the last number of years both in outbound student and staff mobility as indicated in the following tables. Note that there was no mobility activity of note in the 2020-2021 academic year as all programmes were suspended because of Covid-19.

Academic Year	2017-18	2018-19	2019-20	Academic Year	2017-18	2018-19	2019-20
Applications	118	110	115	Staff on Teaching Assignments	12	9	7
Students on Study	43	48	50	Staff on Training Assignments	3	7	8
Students on Traineeships	25	32	21	Staff on Monitoring/ Scoping Assignments	12	21	26
Total No. of Outgoing Students	68	80	71	Total No. of Outgoing Staff	27	37	41*

*Due to the COVID-19 Pandemic a number of mobilities have been cancelled/delayed until a later date.

Incoming Erasmus+ students represent a significant proportion of the WIT international student cohort as represented in the following table.

Academic Year	2017-18	2018-19	2019-20
Full Academic Year	53	51	48
Semester 1	90	90	84
Semester 2	46	45	54
TOTAL	189	186	186

International Exchange and Study Abroad

WIT continues to facilitate international exchange students and study abroad students, though the numbers are relatively small. There is considerable scope for expansion of programmes in these areas.

International Exchange Annual Incoming Totals

Study Abroad - Incoming Numbers

Academic Year	2018-19	2019-20	Academic Year	2018-19	2019-20
Full Academic Year	2	3	Full Academic Year	4	0
Semester 1	28	27	Semester 1	1	7
Semester 2	10	7	Semester 2	22	10
TOTAL	40	37	TOTAL	27	17

Developments in North America

WIT has over the past two decades built a vast network of connections across the US and Canada. The School of Humanities has been the School most active in the United States over the years, and proactively offered a number of short and customized study abroad options. We note that there are three locations in North America where there are existing civic, cultural and academic ties: Rochester NY; Georgia; and Newfoundland in Canada. The WIT IO was leader of the IOT sector in Canada many years and Schools in WIT developed suitable degree completion programmes with Canadian partners, principally those in the Ontario Colleges system.

Changing Models for International Education

The Institute, along with many others associated with international education, recognises that international trends are moving away from traditional models towards more home-based trans-national educational provision. COVID-19 has rapidly accelerated developments in online and remote learning and teaching. Demand is evident from international students, especially in this period of ongoing uncertainty, for “internationalisation at home”-type programmes and for blended mobility programmes, that is, for programmes that either combine shorter study abroad programmes with remote learning from the home country or programmes that involve no travel but are delivered online. It is important to recognise that the roles of International Offices have changed and are changing with a greater focus on more holistic understandings of international education, beyond simply student recruitment. We note particularly the area of languages as an area in need of continued development amongst Irish students; the acquisition of second and third languages, common in many EU countries, needs greater emphasis in Ireland’s internationalisation policy and practice.

Other Developments

The Commission launched a new initiative in 2021, the Blended Intensive Programme (BIP) scheme. WIT was funded for one BIP in the Department of Architecture. The programme was centred in Copenhagen and involved as partners the Copenhagen School of Design and Technology, Denmark, Polytechnic of Porto - School of Engineering, Portugal, Sheffield Hallam University in the UK, and WIT.

The WIT IO has been involved in three sections of the EU Conexus European University project (the WIT lead is the School of Science): student and staff mobility, the culture group, and the WIT International Affairs Manager is a member of the steering committee for International Relations.



Signing of mobility agreement between WIT and the University of La Rochelle, France.

The WIT IO has been very successful in the area of international student scholarships for incoming students at WIT with fully-funded scholarship from the GOI, Irish Aid, Claddagh, and others secured. The IO continues to support the Institute's work towards an Institute of Sanctuary application through its leadership of the Sanctuary scholarships initiative (scholarships for refugees or asylum seekers).

WIT is a full member of the Development Studies Association of Ireland and the International Affairs Manager is on the steering committee. The International Affairs Manager is also on the governing committee for Irish Council for Overseas Student and was part of the group that has developed their new strategy with other university colleagues. Colleagues within the IO have also participated in multiple virtual fairs and agent events.

Academic Affairs & Registrar

This office oversees the following functions: Academic Affairs, Academic Awards, Admissions, Careers, Central Timetabling, Computer Services, Examinations, Library, Marketing & School Liaison, Quality Assurance & Promotion, Registration, Student Life and Learning.

The Academic Administration & Student Affairs team have also focused on enhancing their internal communications and have published a series of timeline documents to all Heads of School, Departments, Function Areas and School Administration in an effort to provide a greater understanding, by the Institute community, of the activities of the Academic Administration & Student Affairs office and the timelines within which we must work to ensure our services are delivered in a professional and efficient manner.

Academic Administration & Student Affairs:

- Live Chat at all key points of the CAO admissions cycle;
- Issue of advance notice email alerts to all non-standard and enhancement applicants;
- Issue of Postgraduate Taught and Advanced Entry offers via email;
- Upskilling of team members to support the ongoing review and update to all admissions, registration and examinations web pages.
- Continuing use of technology to improve student interactions;
 1. Issue of all undergraduate new student registration instructions by e-mail
 2. Issue of all Taught PAC & Advanced Entry offer letters by e-mail
- Formalisation and publication of a range of additional Institute Admissions Policies
 1. Qualification Baccalaureat and Brevet Policy
 2. Qualification GCE GCSE & BTEC Policy
- Optimisation of CAO Connect functionality leading to enhanced engagement with WIT applicant including the move to CAO for external Advanced Entry applications and Mature Applicant assessments.
- HEAR (Higher Education Access Route) available for WIT applicants from 2022/2023
- More effective use of social media as a means of engaging with student body including the use of Pubble.io for management of exam results queries
- Extension of Student Services Reception opening hours to facilitate student/staff meetings
- Continuing improvement in internal communications including the introduction of staff CAO briefing sessions, issue of AA&SA work calendars etc.

Quality Promotion Office:

- WIT Liaison on cases with the Office of the Ombudsman
- Support to programme teams on programme change and new programme development
- Coordinator of the Institutional Review process
- Organised reviews of School of Humanities Structured Doctorate Application
- Quality promotion to WIT staff in professional development week
- Quality Matters e-mail to all WIT Staff
- Submitted the Registry Internal Control Framework (ICF) to the institute ICF
- Organised the issuing of Employability Statements to every single student
- Oversaw the correct online operation of Students Union elections and a SU referendum.

Student Life and Learning

(SLL) develops programmes, initiatives and policy relating to student engagement and transition and provides direct support to students to assist course completion. In addition, SLL aims to make the Institute more accessible to those who traditionally may not have considered third level education as an option for them (e.g. socio-economic disadvantaged students, early school-leavers, mature students, ethnic minorities, students with a disability). SLL engages with external agencies, community groups and primary and secondary schools in the context of a widening participation agenda and it develops and implements a myriad of projects in this regard.

Student Retention and Engagement Office - This Office is concerned with the development of programmes and initiatives including peer mentoring that support student transition into higher education, and encourage student retention and progression.

Student Health Promotion and Wellbeing - The Institute Nurse works in partnership with a GP service ensuring students have access to medical care services.

Disability Support Service - There are a range of supports available for students with disabilities in Waterford Institute of Technology (WIT) The Disability Office provides reasonable accommodations through the Fund for Students with Disabilities (FSD).

Student Counselling Service - The WIT Student Counselling Service offers a professional and confidential psychological support service to students who are in emotional or psychological distress.

Access Office - Our policy facilitates the adoption of a holistic approach to supporting educationally disadvantaged students.

Careers Service - The WIT Careers Centre is involved in a wide range of student, employer and academic related activities on and off campus. WIT Careers Development Centre was awarded the AHECS (Association of Higher Education Career Services in Ireland) Excellence in Employability award for Supporting Student and Graduate Employability for 2020-2021. This is the fifth year in a row that the WIT Careers Development Centre has claimed the award

Chaplaincy and Pastoral - Chaplaincy provides pastoral care for students and staff. It also provides a framework for the many staff and students who choose to exercise a caring role in a variety of ways towards those who share their institute years with them.

Student Assistance Fund - provides financial assistance for full-time higher education students who are experiencing financial difficulties whilst attending college. The SAF has a dual focus and is designed to support students from socio-economically disadvantaged backgrounds with ongoing needs for financial support and provide emergency financial assistance for other students.

Computer Services at WIT is a central service reporting to the Registrar. The department provides Institute wide support for networking, MIS, e-mail, PCs, servers and laptops, telephony etc. and provides strategic leadership and guidance for all computer related purchases and decisions in the Institute. In support of the business requirements and mission of the Institute Computer Services develops and implements policies for the efficient use of computing facilities. There are currently over 10,500 active network points on the WIT network supporting 4,000 PCs and other devices used by a user base of 10,000 students and 1,800 staff accounts.

Library

Waterford Institute of Technology Libraries provide a range of resources and services to support the diverse learning needs of staff and students at the Institute. The Luke Wadding Library located on the Cork Road campus is the central facility and includes a dedicated learning centre, special collections room, staff reading area, and a group study area, with a collection comprising over 180,000 print items. In addition, the College Street campus library collection comprises over 35,000 print items. Reader places are equipped to support the use of laptops and other mobile devices, and Wi-Fi access is available at both campus libraries. The Library is also home to the Academic Skills Centre, the eLearning Support Unit and a Careers Advice centre. WIT Libraries has the largest and richest collection of any academic library in the South East of Ireland and is the largest IOT library outside the Dublin region.

Marketing and Communications

The aim of the Marketing & Communications function is to build on and grow the reputation of Waterford Institute of Technology among external and internal audiences. Key priorities include: building positive brand recognition among key audiences and increasing the number, quality and diversity of students across all levels. The Marketing and Communications function includes all areas of the marketing mix including brand guidelines, logo, design, print, public relations, advertising, web and online and direct mail. Following a restructuring a number of years ago to better reflect the changing landscape of second level and higher education, Marcomms now consists of four interlinked areas:

- Schools' Liaison & Outreach
- Brand & Promotion
- Communications & Content
- Online & Web

None of these functions work in isolation however and it is very important that all areas work together as part of a campaign driven Marketing and Communications team.

The structure also forms the platform for a strong Marcomms function within the new technological university. The four areas remain relevant and are structured to easily incorporate other areas such as internal communications, wider web support and a fifth area which would include a creative and design function delivering a design solution for the marcomms team while providing a value add for internal stakeholders.

Corporate Affairs & Finance

The Finance Office is responsible for the management of the Institute's finance function and all its enterprises, and for the planning, implementation and development of appropriate budgetary, financial and management information systems and procedures. The Finance Office is also responsible for the preparation of the Annual Financial Statements, Department of Education Monitoring Reports, Estimates and Budgets; in addition, it manages relationships with external and internal Auditors, Department of Education officials as well as other external bodies. The Office is also proactive in ensuring the ongoing development and maintenance of an overall financial control environment. Annual Financial Statements are laid before the House of the Oireachtas and once passed are published separately on their website (<https://opac.oireachtas.ie>)

Finance Office

The various activities within the Finance Department include the following:

- Financial and Budgetary Control
- Accounts Payable
- Debtors/Fees Administration
- Fixed Assets Administration
- Procurement Administration
- Treasury Management
- Research and other self-financing initiatives

Pay & Benefits The primary role of the payroll department is to ensure that all employees are paid on an accurate and timely basis. All payments, deductions and calculations are made in compliance with the Department of Education/Finance circulars, Revenue guidelines and Statutory Legislation. In addition the payroll department is responsible for the processing of Travel and Subsistence payments to all staff who engage in travel on behalf of the Institute. The payroll support function was outsourced to the Higher Education Payroll Support Services Centre (HEPSS) in October 2020. HEPSS process the fortnightly and monthly payroll for WIT. They are responsible for processing any profile changes as advised by HR and Payroll. Employee payroll queries are now handled by HEPSS.

Superannuation/Retirement Benefits The main activities in this section are managing retirement benefits, dealing with the purchase of service and Additional Voluntary Contributions (AVCs), reckoning of previous service, transfer of AVC funds to notional service, transfer of service from previous employment(s) and administering the voluntary early retirement scheme.

Staff Retirements 2019 to 2022

	2019/20	2020/21
Management	0	2
Academic Staff	14	12
Support Staff	1	2
Administration/Library	2	2
Technical	1	2
TOTAL	18	20

Human Resources involves many facets such as recruitment, selection, training & development, employee relations, industrial relations and superannuation.

During 2020/21 the Function was split into two units:

- Recruitment, Remuneration & Pensions – led by Neil O’ Sullivan
- Employee Relations (including Industrial Relations, Training & Development) led by Sue Hurley

The Institute has adopted a range of innovative policies and procedures to manage the various elements of the HR Function. Some of these are prescribed through circulars by the Department of Education & Science and employment legislation. However, a number of policies and procedures have also been developed within the Institute by the HR function following information and consultation with staff and their representative unions. The Institute now employs over 1,070 staff directly and works in partnership with all its unions and staff representatives to ensure that there is best practice in employee and industrial relations.

The various activities within the Human Resource department include the following:

- Ensuring the Institute and its management comply with current employment legislation, including equality and personnel aspects of health and safety.
- Recruitment and selection of staff in accordance with the Department of Education and Skills recruitment procedures.
- Induction programme and development of new employees
- Employee relations queries and guidance such as: sick leave, occupational assessments, annual leave, maternity and Parental leave, paternity leave, carer’s leave, career Breaks & Job-sharing, shorter working year; flexi-time claims, cycle to work schemes, etc.
- HR payroll for all staff, ensuring the timeliness and accuracy of information provided to payroll shared services to enable them to make salary and wage payments to staff.
- HR contract management, garda vetting, progression requests, external working activity etc.
- Providing specialist HR support and advice on employment matters and legislation to all levels of management within the Institute.
- Provision of wellbeing supports for employees such as wellbeing webinars and workshops, Employee Assistance Service - https://www.wit.ie/about_wit/for_staff/human-resources/spectrum-and-employee-wellbeing/; provision of mediation services to resolve conflict etc.
- Policies and Procedures - https://www.wit.ie/about_wit/for_staff/human-resources/policies/;
- Industrial Relations - Management and unions engage on a continuous basis for information and consultation purposes and to deal with operational issues for all staff groups four trade unions at local and national level- Teachers Union of Ireland, SIPTU, UNITE and FORSA);
- Training & Development - Continuous Professional Development (CPD) for staff including the development of a Training and Development strategy for the Institute, professional development week dedicated to workshops and training sessions across a range of categories (example of CPD schedule below);
- GDPR, Freedom of Information, Data Protection and Records Management - The Institute continues its commitment to the requirements of the Freedom of Information (FOI) Act 2014 and Data Protection Act 2018.
[https://www.wit.ie/about_wit/for_staff/freedom_of_information_and_Data_Protection_-_Waterford_Institute_of_Technology_\(wit.ie\)](https://www.wit.ie/about_wit/for_staff/freedom_of_information_and_Data_Protection_-_Waterford_Institute_of_Technology_(wit.ie))

The table below shows the number of FOI requests per calendar year.

Calendar Year	2020	2021
Number of Requests Processed	23	23



Professional Development Days Schedule 2022

Monday 14th February 2022			
Time	Title & Booking Link	Presenter	Venue
09:00 - 16:00 (3 day course)	First Aid Responders https://cd.wit.ie/all-events/pe-2022-018/	Brenda McMahon	F06, Business School Building
09:50 - 12:30	Guided Seminar: Research Supervision: Some First Principles https://cd.wit.ie/all-events/pe-2022-024/	Professor Maggie Gregson	Zoom
10:00 to 12:00	Fire Evacuation Chair Training https://cd.wit.ie/all-events/pe-2022-026/	Brenda McMahon	E19a, Business School Building
10:00 - 13:00	Tackling Sexual Violence and Harassment in WIT	Dr Alison Keeneally, Roisin Shanahan, Anne Murphy	Tourism and Leisure Boardroom, T&L Building
13:00 -14:00	Yoga with Gemma Murphy https://cd.wit.ie/all-events/pe-2022-017/	Gemma Murphy	Zoom
13:00-14:00	Business Model Development, Validation and Assessment – Growth Hub https://cd.wit.ie/all-events/pe-2022-006/	Dr. Margaret Tyrone and Ms. Fiona Crossan	Zoom
14:30-16:30	Race Equality in the Workplace https://cd.wit.ie/all-events/pe-2022-032/	Irish Centre for Diversity facilitated by Lisa – Jo Gee	Zoom
Tuesday 15th February 2022			
Time	Title & Booking Link	Presenter	Venue
09:30- 11:00	Public relations, press releases and publicity https://cd.wit.ie/all-events/pe-2022-005/	Elaine Larkin	room

In October 2020, WIT applied to the European Commission to renew the HR Excellence in Research award at the six year renewal phase. An internal review and internal gap analysis was conducted with key stakeholders from across the Institute, with a revised Action Plan for the 2020-2023 period was put forward to the European Commission for external assessment. In July 2021, following an external virtual site visit, WIT became the first Irish Institute of Technology to renew the HR Excellence in Research Award at the award renewal stage. This International recognition reinforces our institutional commitment to supporting the career development of our researchers, who are crucial to the excellence of our research and at the very heart of realising our research ambitions at WIT and in becoming a Technological University.

We are fully committed to the HR Excellence in Research process and will continue to adopt proactive initiatives to realise the aims of our current HRS4R Action Plan, ensuring the value and impact of implementing this strategy continues to be predominantly felt by researchers.



HR EXCELLENCE IN RESEARCH

Capital Projects

The Institute has developed an attractive modern education campus environment for staff and students. The current Campus Masterplans look to build on the developments to date and in particular to address the important objectives of providing additional buildings to deal with our space deficit at the Institute. The current masterplans have prioritised the delivery of the following buildings to support our teaching, learning and research objectives – Engineering, Science & Computing building (advanced stage of delivery under PPP form of procurement), School of Science Building, Business & Enterprise Building extension, Student Services building, Integrated Research building, followed by deep fabric refurbishment of the older buildings on campus.



In 2015 we applied for funding to Enterprise Ireland to extend our successful ArLabs building on the Carriganore Campus. Our application was successful and we received grant approval of €2.5M to provide additional accommodation of 1,050sqm and 120 start-up workstations. This project was completed in 2019 and is fully operational.



In late 2015 we received additional funding to complete the Sports Arena project on the West Campus. This project was completed and fitted out with modern high technology sports equipment jointly funded by Waterford Institute of Technology and the Irish Sports Council.



Minor Works

With the support of the Minor Works Devolved Grant we have completed a number of refurbishment projects to bring our teaching, learning and research facilities up to current standards across all campuses.

Estates Management

A well-managed and presented campus plays a key role in attracting and retaining staff and students. A campus should encourage staff and students to derive the maximum benefit from the estate as a resource and support the functions of teaching, learning and research at the Institute. WIT operates over a number of locations namely; Cork Road Campus, College Street Campus, Applied Technology Campus, West Campus, the Granary building (Hanover Street) and Burrell Hall on the grounds of St Kieran's College in Kilkenny.

The size of each campus in square metres is displayed graphically below:

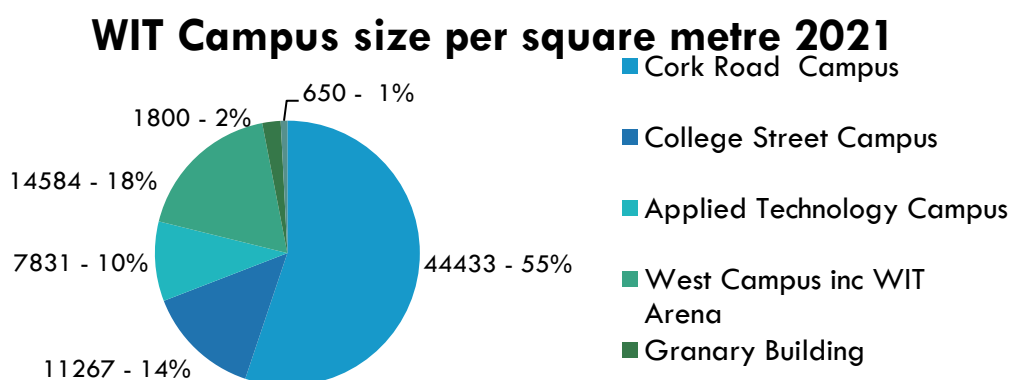


Chart 1: Chart showing size of each WIT campus in square metres and as a percentage of overall WIT estate

The Estates Office provides a range of property management and operational services to the Institute buildings and grounds as below;

- Preventative planned maintenance to all of the Institutes' plant and equipment;
- Reactive Maintenance and repair service;
- Management and upkeep of physical structure of each WIT campus;
- Energy management;
- Project management of minor refurbishments;
- Upgrading of lighting and plant to energy efficient versions;
- Space management (non-academic);
- Conferences and other events management;
- Health and safety;
- Traffic management including Smarter Travel initiatives;
- Landscaping;
- Porterage;
- Internal and external cleaning of the Institute;
- Waste and environmental management;
- Service Contracts, for example Fire alarm, fire extinguishers, security, intruder alarms, cleaning, etc.

Key Achievements for academic years 2020 to 2021

The Estates Office continues to support and play an integral part in the delivery of the Institute's Strategic plan and objectives.

- WIT received Grade A status again in IBAL (Irish Business against Litter) Survey for interior and exterior of Cork Road Campus with the judges commenting that this was a bustling campus yet there is a complete absence of litter throughout. Plenty of bins were positioned where students congregate, especially at seating areas. Planted areas and bicycle parking were in good condition and there were no litter issues throughout.
- Further energy savings and reduction of carbon emissions were achieved by implementation of infrastructural improvements, such as upgrading lighting to LED in Lecture rooms, Offices and circulation areas across WIT Campuses.
- End of life plant being replaced with energy efficient plant.
- Establishment of Environmental Leadership Committee (ELC)
- Transition of WIT energy management systems to ISO50001, 2018 standard. WIT were previously certified to ISO50001:2011 standard in 2016
- WIT achieved overall energy savings of 42.1% better than our baseline for 2019 (see chart below) and 51% energy reductions for 2020 in line with [S.I. 542 of 2009](#). The 2020 Vision for the Public Sector as outlined in the [National Energy Efficiency Action Plan 2009 – 2020](#) requires the 'The public sector will improve its energy efficiency by 33% and will be seen to lead by example - showing all sectors what is possible through strong, committed action'.



Chart 3: WIT Energy performance at WIT.

WIT Estates Office also played a key part in COVID 19 Response Plan and managed the physical installation of Covid mitigation measures on campus in line with Public Health advice.

Health and Safety

Managing health and safety is of paramount importance to us in order to protect our staff, our students, the people we work with and those affected by our activities. Our staff and our students are our most valuable assets, and nothing is more important than their health and safety. Our Health & Strategy, "Health & Safety - A Vision for the Future, 2018-2021" developed in 2018 outlines a vision for the future of health and safety within the Institute, a new approach to integrate health, safety and well-being into all aspects of the Institute's activities. The coordination of our

actions towards a common health and safety goal helps us align health and safety within the Institute with industrial standards, best practice and National and EU Frameworks



Key Achievements for academic years September 2020 to June 2021

- Development of Health & Safety Strategy and action plan with priority levels and timelines;
- Introduction of Plan, Do, Check, Act approach to safety management with roll out planned for all Department & Functions;
- Preparation of draft Technical University Safety Statement and H&S Policy in line with ISO45001 Safety Management System in collaboration with Carlow IT safety consultant;
- AED Programme - Implementation of AED programme which consists of CPR & AED training, creating awareness of the availability of AEDs. WIT have AEDs in every building on every campus (18 in total). Upgrade of all existing AEDs model completed by the end of 2021;
- Upgrade of mobility aids in Applied Technology Building, Science & Engineering Building & Health Science Building. Provision of new mobility aids for the Institute Medical Centre;
- Preparation of policies and procedures in line with legislative compliance e.g. emergency response and evacuation procedure, health and safety policy and safety statements etc;
- Compiled and updated Covid-19 Response Plan in collaboration with other Depts. as per the Governments Return to Work Protocol;
- Preparation of Covid 19 health screening/access forms in collaboration with Estates Dept;
- Developed Covid-19 Policy, Face covering policy, Protocol for at Risk Staff Groups, Hand Hygiene Procedure and Respiratory Etiquette Procedure;
- Developed Covid-19 Induction for staff, via Moodle in collaboration with CTCL;
- Preparation of Contractor Access during Covid-19 in collaboration with Capital Projects Office;
- Prepared and circulated Guidelines for Temporary Working from Home and Home Working Risk Assessment form to staff;
- Preparation of Covid-19 FAQs in collaboration with HR;
- Provision of Covid-19 personal protective equipment packs for first aid responders and high risk staff groups;
- Compiled and updated Covid-19 first aid responder guidelines, PPE guidelines for use of goggles, masks, gloves and aprons in collaboration with the Institute Nurse;
- Preparation of Covid-19 Flowchart for unwell individuals and case reporting in collaboration with the Institute Nurse;

- Preparation of Covid-19 of HSE Test Centre Risk Assessment in collaboration with Estates Dept;
- Compiled Covid-19 Medical & Emergency Guidelines for Invigilators in collaboration with the Institute Nurse for on campus exams;
- Participation in Health and Wellbeing Day 2021;
- Winner of Health & Safety Excellence Award - Third-Level Education 2020;
- Shortlisted for Health & Safety Excellence Award – Public Sector 2021;
- Emergency preparedness – preparation of emergency response plans, fire evacuations;
- Accident reporting – introduction of a new Eco line online reporting system in September 2021;
- Ergonomic programme – ongoing VDU assessments and ergonomic advice combined with the introduction of Sit/Stand desks and guidance on posture aimed to get staff up and moving;
- Virtual remote working programme – ongoing remote working assessments and ergonomic advice combined with guidance on posture and setup of work stations at home;
- Risk Management – Institute wide risks are incorporated on the Corporate Risk Register and submitted to WIT Auditors;
- Work Positive Survey – psychosocial risk assessment process undertaken in consultation with the HSA. Development of project plan, appointment of Work Positive Coordinator & development of Steering Group.
- Safety Representatives - visible and passionate champions for health and safety and are active in the Schools and departments. In total there are 10 Safety representatives.

Health & Safety Training for academic years September 2020 to June 2021

- Professional Development (PD) week conducted on campus which included first aid responder, safety representatives, fire warden, manual handling and risk assessment training.
- Health & Safety training was also scheduled throughout the year virtually and targeted at specific group's e.g. manual handling for cleaning staff, industrial gases training for technical staff, ladder safety training for technical staff , forklift for technical staff etc.,
- Additional Manual handling instructors trained and existing instructors received refresher training, available in four Departments. Additional manual handling aids/props sourced for manual handling instructors
- Covid-19 related training such as Lead Worker Representative training provided to staff who volunteered for the role
- Covid-19 Infection Control training provided to existing First Aid Responders.
- Contractor induction training is carried out on a continuous basis via an eLearning programme.
- Undergraduate Students in the Department of Science attended safety day virtually at the start for 2020 and 2021 academic year prior to commencing practical laboratory classes.
- Undergraduate Students in the Department of Languages, Tourism & Hospitality attend safety induction training at the start of the academic year which includes health and safety induction, fire extinguisher awareness training and manual handling training.

Equality, Diversity & Inclusion

Waterford Institute of Technology is committed to creating and supporting a diverse campus community that promotes and advances equality, respects and values diversity, and develops a culture in which the human rights and dignity of all students and staff are recognised and respected. Waterford Institute of Technology recognises the value of diversity amongst our students and staff and seeks to promote equality and prevent discrimination in all forms in the access, experience, progression and achievement of all students and staff.

Waterford Institute of Technology has worked to embed the values of Equality Diversity & Inclusion throughout the institute during 2020 and 2021. Some of the key developments are outlined below:

New Office for Equality Diversity & Inclusion established at WIT

The Office of the Vice President for Equality, Diversity & Inclusion was established in 2021 to further realise the Institutes objectives in this regard and to work to ensure that WIT not only meets its obligations as an equal opportunities employer and public service provider, but also creates a community where all are supported to realise their full potential. A new Vice President for Equality, Diversity & Inclusion, a new Senior Equality Diversity & Inclusion Officer and an Equality Diversity & Inclusion Administrator have been appointed to the Office.

WIT Gender Equality Action Plan – Implementation and Progress Report

WIT has been working on the implementation of a wide range of gender equality initiatives since 2016. This includes working towards the achievement of an Athena SWAN Bronze award since 2017, and the implementation of the HEA's recommendations in its *National Review of Gender Equality in Irish Higher Education Institution* (HEA, 2016) and subsequent *Accelerating Gender Equality in Irish Higher Education Institutions Gender Action Plan 2018-2020* (HEA, 2018).

In 2018, informed by a significant evidence base gathered as part of WIT's Athena SWAN self-assessment process, WIT published its ambitious Gender Equality Action Plan (GEAP) 2018-2021, which was endorsed by its Executive Board and approved by Governing Body. This was the culmination of a thorough institutional wider review of gender equality structures, policies, procedures, and culture in WIT, and set out a set out a path to further enhancing gender equality work in WIT.

Implementation of this plan has been underway since 2018 and in 2021, WIT undertook a review of progress to date in the form its [Gender Equality Action Plan 2018-2021 Progress Report](#). This report highlights that 63% of actions in the GEAP are now completed, or in progress. Just 7% have not yet been progressed, and the remaining 30% of the actions set out in the GEAP are planned, many in the context of the new TU. While the COVID 19 pandemic impacted our ability to deliver on some elements of our GEAP within the targeted timeframe, it has strengthened our resolve to push ahead to ensure that equality, diversity, and inclusion (EDI) initiatives and commitments continue to be advanced and/or fulfilled.

Gender Equality Action Plan & Horizon Europe

In 2021, WIT undertook a comprehensive review and mapping exercise to ensure that WIT could evidence full compliance with Horizon Europe Gender Equality Plan requirements and recommendations. Further to this, the President has published a signed declaration that existing WIT gender strategies and plans meet the eligibility criterion for Horizon Europe.

New Athena Swan Ireland Charter

The UK's Equality Challenge Unit (ECU) Athena SWAN Charter was established in 2005 to encourage and recognise commitment to advancing the careers of women in science, technology, engineering, maths, and medicine (STEMM) employment in higher education and research. In May 2015, the charter was launched in Ireland and was expanded to recognise work undertaken in arts, humanities, social sciences, business, and law (AHSSBL), as well as in professional and support

roles, and for trans staff and students. The new Irish Athena SWAN Charter, launched in November 2021 after a comprehensive review of the operation of Athena SWAN in Ireland to date, now recognises work undertaken to address both gender equality and EDI more broadly, and not just barriers to progression that affect women. The publication by Athena SWAN Ireland of new Charter Principles and a new Application Form and Process for Institutions in November 2021 is warmly welcomed by WIT, which formally adopted those new principles in 2021.

Launch of WIT Equality, Diversity & Inclusion Fund

In October 2021, WIT launched its inaugural EDI Fund. This fund is specially designed to facilitate innovative and creative EDI projects by staff and students across the Institute. A call was made to staff and student for projects which promote EDI in WIT and which may also have an impact on wider society, and 15 projects were funded in the first call.

HEA Gender Equality Enhancement Fund Projects at WIT

WIT secured funding from the HEA in 2021 to lead a sectoral project with partners across MTU, TUS, ATU and IT Carlow which seeks to identify strategies to embed EDI in the curricula of new Technological University sector.

In 2020, WIT collaborated with IT Carlow, LIT, Mary Immaculate College and Carlow College to partner with Shout Out in the development of Gender Identity and Diversity Training for staff. This initiative has been possible through a successful funding bid to the Gender Equality Enhancement Fund from the Higher Education Authority. This training was piloted with a small number of staff from each of the institutes in May 2021 and feedback from these sessions was used to further refine the material. A subsequent application has been submitted to the HEA for funding to develop a permanent resource and hub in support of Gender Identity and Expression.

In September 2021, WIT also partnered with several other HEIs to submit two further applications to the HEA. One application focuses on male under-representation in professions such as Nursing, Early Childhood Education & Care and Social Care.

WIT also led another application with partners across MTU, TUS and IT Carlow which seeks to identify strategies embed EDI in the curricula of new Technological Universities.

Framework for Promoting Consent and Preventing Sexual Violence at WIT

WIT is committed to fostering a safe, respectful, and supportive institutional campus culture and is actively working to implement the Framework for Consent in HEIs: Safe, Respectful, Supportive and Positive: Ending Sexual Harassment in Irish Higher Education Institutions and learnings from the recommendations in THEA's Promoting Consent and Preventing Sexual Violence Report. To that end, WIT published its Action Plan to Tackle Sexual Harassment & Violence in June 2021. WIT also established an 'Implementation of the Consent Framework' Working Group to oversee the implementation of the Framework for Consent.

In addition, WIT rolled out Active Consent Training to all incoming 1st year students in 2020 and 2021, along with training on Responding to Disclosures of Sexual Violence & Harassment by Waterford Rape & Sexual Abuse Centre. In October 2021, WIT launched, 'Speak Out', and anonymous online report and support tool for sexual harassment, bullying and violence.



Waterford Institute of Technology
INSTITIÚID TEICNEOLAÍOCHTA THORT LAIRGE

