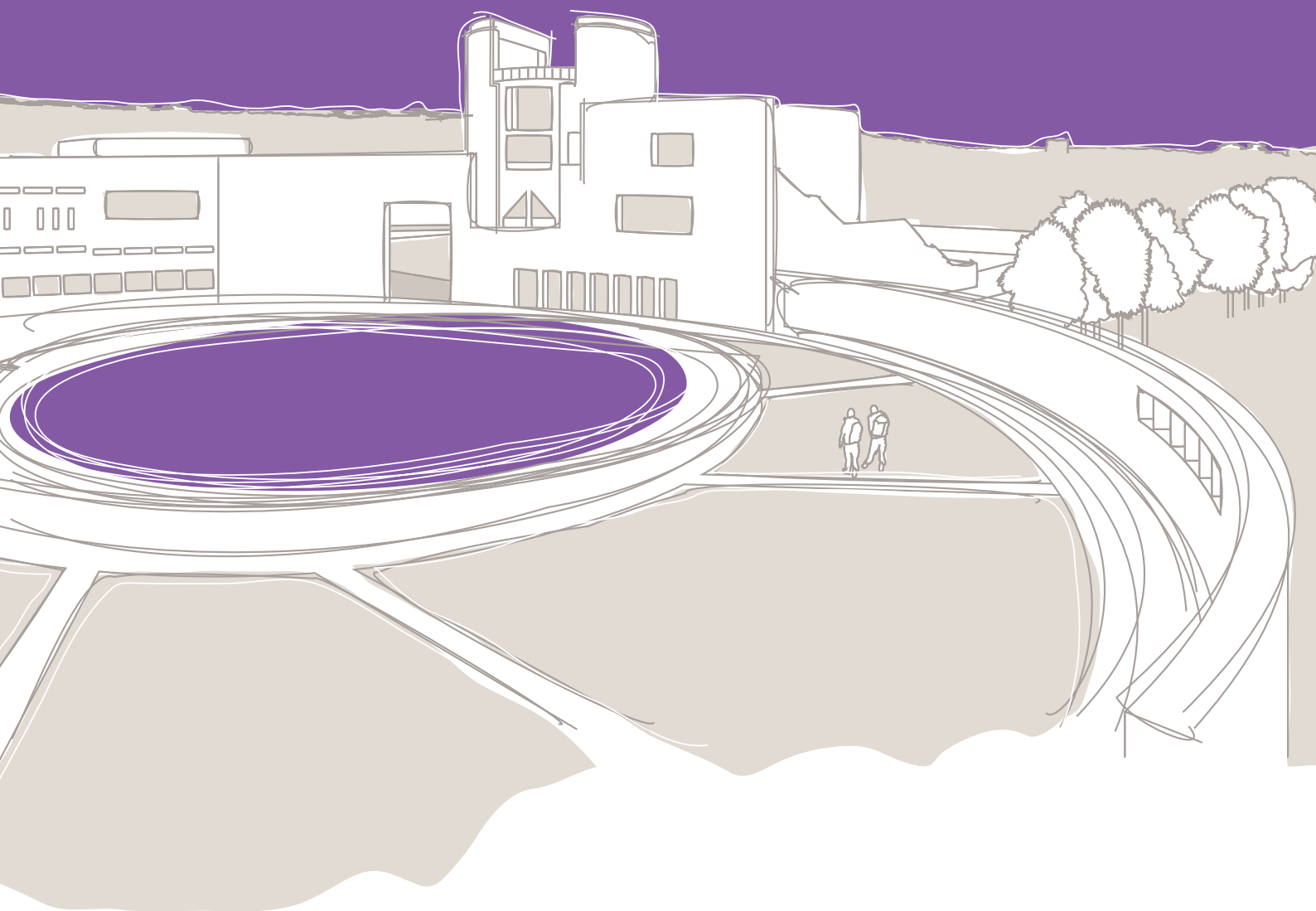


# annual report 19/20

cork institute of technology

[www.cit.ie](http://www.cit.ie)

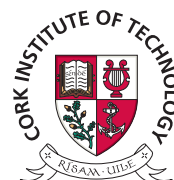


Ireland's EU Structural Funds  
Programmes 2007 - 2013

Co-funded by the Irish Government  
and the European Union



EUROPEAN UNION  
STRUCTURAL FUNDS





*CIT Bishopstown Campus*



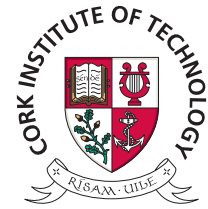
*CIT Cork School of Music*



*CIT Crawford College of Art & Design*



*National Maritime College of Ireland*



Cork Institute of Technology

# annual report 19/20

[www.cit.ie](http://www.cit.ie)

# history

4

The history of Cork Institute of Technology (CIT) is a long and honourable one. The Royal Cork Institution, which may be regarded as the precursor of both University College Cork and Cork Regional Technical College, was in existence as early as 1802 and received its Royal Charter in 1807. It was especially famous for its chemistry education. It amalgamated with the Royal Society for the Promotion of Fine Art in 1825 and the expanded new Royal Cork Institution acquired the Custom House in 1832.

The School of Design was established in Cork in 1850 and evolved into the Crawford Municipal School of Art, which formally came into existence at Emmet Place in 1885. The School moved to the former Crawford Municipal Technical Institute in Sharman Crawford Street in 1980 and was renamed the Crawford College of Art and Design in 1986.

The Technical Instruction Committee of Cork Corporation was established in 1901 and it proceeded to further develop technical education in Cork. In 1909 it decided to establish a Technical College which was opened in 1912 and named The Crawford Municipal Technical Institute. The institution was named after Mr A F Sharman Crawford who donated the site on the then named Fitton Street. While tracing its origins to the Royal Cork Institution, its immediate precursor was the School of Science, established in 1854, that came under the jurisdiction of the Corporation's Technical Instruction Committee in 1901.

The new Crawford Municipal Technical Institute offered tuition in a wide variety of technical subjects. For a period in the 1920s, it participated in a degree in engineering in University College, Cork. The range of its courses grew over the years. A National University of Ireland Diploma in Chemical Technology was, with the cooperation and involvement of University College Cork, established in 1941. A course in Marine Engineering was established in 1944. In 1955 the first two-year Certificate in Industrial Science was introduced. In the 1960s various courses in Civil Engineering, Electronics, and Mechanical Engineering came into being.

In 1963 the building courses were transferred to the new School of Building at Sawmill Street from the overcrowded Institute. The Institute's Electrical Trades Section was later located at Paul Street, Cork. Other engineering classes were conducted in the Deanery, Dean Street.

The new Cork Regional Technical College (CRTC) was established in October 1974. It incorporated The Crawford Municipal Technical Institute, the School of Building, and the Electrical Engineering extension previously housed in Paul Street. Certain business courses and staff were transferred to the new College from the City of Cork VEC's School of Commerce at Morrison's Island. The College was officially opened in January, 1977, by the then Taoiseach, Mr Jack Lynch TD.

As a result of a national manpower review, Higher Education Institutions (HEIs) were asked to submit proposals to the Department of Education in 1978 for new degree courses which would enhance the graduate manpower skills of the Irish workforce. The CRTC under the direction of its Principal James P Roche proposed four degree courses: Chemical Engineering (Technology), Electrical and Electronic Engineering, Mechanical Engineering, and Computing. There was intense activity in the College to prepare course material for the courses and to seek accreditation from the National Council for Educational Awards. The initiative was successful and the first graduates of these courses were awarded their parchments in 1983. The courses developed much respect from stakeholders in society and industry. Subsequently, the Institution of Engineers of Ireland accredited the courses for professional membership of the Institution and admitted the graduates of these courses in Chemical Engineering (Technology), Electrical and Electronic Engineering, and in Mechanical Engineering to membership of the Institution. Separately the Institution of Chemical Engineers accredited the degree in Chemical Engineering (Technology) for corporate membership of the Institution.

The 25th International Apprentice Competitions were held in CRTC from 2 - 17 September 1979. The Competitions in thirty four craft skills were held mainly at the Bishopstown Campus and fifteen countries competed from Europe, Asia, and America. The intense preparation for the competitions took more than a year and required the preparation of technical sites to a very high specification. There were over six hundred competitors and officials on site and the quest for accommodation for these visitors in city and county hotels was a major task. Social functions were well prepared for the guests and involved many cultural activities and visits to beauty spots in the region. There was a high level of satisfaction with the presentation of Irish cultural activities. The Competitions were opened by the Minister for Education, Mr John Wilson TD and awards at the closing ceremony were presented by the Minister for Labour, Mr Gene Fitzgerald TD. The Competitions were visited by the President of Ireland Dr Patrick Hillary. The events were deemed a major international success by visitors and the Department of Education, and Ireland was third in the medals' table. The event enhanced the international reputation of Ireland as a centre for the highest level of technical preparation and achievement.

The CRTC became a self-governing entity on 1 January 1993, having previously been an educational institution under the control of the City of Cork Vocational Education Committee. The Regional Technical Colleges Act, 1992 also provided for two other educational establishments under the control of the VEC to be established as schools of the CRTC, namely the Cork School of Music (CSM) and the Crawford College of Art and Design (CCAD).



In the period 1993 to 2003 there was a large increase in courses and student numbers at all levels in the Institute. This was due to an increase in demand for skilled graduates to take up employment in a rapidly expanding high technology economy. There was a major refurbishment of workshops and laboratories during this period, which resulted in a much improved quality of provision to students of the Institute.

On 18 December 1997 the CRTC was redesignated “Cork Institute of Technology” by Mr Micheál Martin TD, Minister for Education and Science.

In 1998, Cork Institute of Technology (CIT) was reviewed by an international review group and as a result of their recommendations the Government empowered the Institute in 1999 to award its own Diplomas and Certificates consequent on a procedure agreed with the National Council for Educational Awards. This was the first step in the delegation of authority to make its own educational awards to CIT.

In October 2004, the National Maritime College of Ireland (NMCI) in Ringaskiddy, Co Cork accepted its first cohort of students. The Department of Nautical Studies situated at the Bishopstown Campus of CIT transferred to the Ringaskiddy facility. The NMCI is a constituent college of CIT in a partnership with the Irish Naval Service and Focus Education Ltd. The College caters for the education and training needs of the merchant navy and the non-military training requirements of the Naval Service, and provides a broad range of training services for the maritime industry. Focus Education Ltd is the private partner with responsibility for facilities management at the College.

In June 2005, the Higher Education and Training Awards Council (HETAC) delegated full award authority to the Institute for all its Taught Programmes up to and including Level 9 (Taught Masters) of the National Qualifications Authority of Ireland (NQAI).

HETAC delegated full award authority to the Institute to make awards at Level 9 (Research Masters) in various Engineering and Science disciplines in June 2005.

On 19 September 2005, HETAC delegated awarding authority to CIT to award its own PhD degrees thus completing the Levels 8, 9, and 10 awarding authority. The delegation was done with the agreement of the National Qualifications Authority of Ireland (NQAI) and applied to fields of learning where the Institute has been accredited to maintain a research register. CIT now has degree awarding powers that are comparable to universities in Ireland. Having awarding authority up to PhD level will contribute to the ongoing development of leading-edge research in Science and Engineering in CIT.

A high quality and award winning set of buildings, the Student Centre, the Administration Building and the Tourism and Hospitality Building surrounding a courtyard was completed and occupied in the period 2005-2007. These buildings greatly enhance the image and facilities of CIT.

The Rubicon Centre was built on a 2 hectare site which was purchased in 2002. Since opening its doors in January 2006, the Rubicon Centre has quickly positioned itself as a catalyst, assisting entrepreneurs to take their projects to the next stage. The Rubicon Centre's role as an incubator is to assist the formation and growth of early stage, knowledge-intensive businesses, by providing physical space, in-house management support, access to advice, and support from Institute resources. The Centre aims to stimulate an environment of creativity and innovation with a continual focus of nurturing the growth of knowledge based business and commercial research in the South West Region.

The Minister for Education and Science signed an Order to commence the Institutes of Technology Act 2006 with effect from 1 February 2007. The new legislation brings the country's fourteen Institutes of Technology, including the State's largest third-level institute, the Dublin Institute of Technology, under the remit of the Higher Education Authority (HEA) for the first time. Until then, the HEA had only funding responsibility for the seven universities and certain smaller designated institutions.

The commencement of this legislation marked a historic milestone for the higher education system in Ireland. It was another major step in the development of the Institutes of Technology as hugely significant providers of higher learning opportunities from sub-degree right through to doctoral level.

The Cork School of Music was first established in 1878 in the Grand Parade, Cork and is the oldest School of Music in these islands. It had a temporary home in George's Quay after the second World War and then moved to new premises in Union Quay in 1956. The Hardiman Report gave scope for a review of music education in CIT. After much support from the external stakeholders, institutions, citizens of Cork, and the Department of Education and Science, a beautiful building with high quality facilities was constructed under a Public Private Partnership. The Official hand over to CIT of the new Cork School of Music facility by the Public Private Partner, Hochtief took place in July 2007.

Since 2007, CIT has pursued a broad strategic project aimed at improving the Institute's online services and presence. The initial part of this project was a redesign of the Institute's public facing website [www.cit.ie](http://www.cit.ie) which has been completed in phases. The policy in relation to the main website is that it is primarily for individuals external to CIT. Therefore, for the most part, information which is relevant only to an internal audience does not appear on the main website. To provide online services for those inside CIT two further projects were developed and were aimed at providing dedicated online service and communication portals for the Institute's staff and students. Phase 1 of the staff portal project ([gateway.cit.ie](http://gateway.cit.ie)) was completed in September 2010 and the student portal ([www.mycit.com](http://www.mycit.com)) was put in place in September 2009 which was deployed in conjunction with the student email system.

A substantial area of land (14.175 hectares) was purchased by the Institute in the 1990s. This facilitated the development of sports facilities which included eight playing pitches, a refurbished running track and gymnasium. A new Sports Stadium was opened by the Minister for Education and Science, Mr Batt O'Keeffe TD on 26 May 2008.

The Blackrock Castle Observatory is a collaboration between Cork City Council, Cork Institute of Technology, and a private benefactor. It was opened to the public in November 2007 as an international award-winning Science Centre, Observatory, and riverside restaurant.

The original tower was built in 1582, rebuilt in 1733 and built in its present form in 1829. It was renovated in the 1960s and again acquired by Cork Corporation in 2001. The Castle is important in promoting Science and the significance of CIT in the educational community and society.

On 16 October 2009, the Minister for Education and Skills, Mr Batt O'Keeffe TD, gave approval to CIT to purchase a site and building adjacent to the Bishopstown Campus from USA Electronics firm Tyco-Sensormatic to expand its campus. The acquisition of the 7.4 acre site and building allowed CIT to accommodate all apprentice activity on its Bishopstown Campus. CIT contributed some funding from its own resources with the majority of the acquisition funded from the Capital Budget for third-level institutions. The Minister was present in the Institute to sign the Tyco Contract on 16 October 2009 with Dr Brendan J. Murphy, President, CIT, and Mr Donal Sullivan, Managing Director, Tyco-Sensormatic Electronics also in attendance.

On 17 January 2010, CIT formally took possession of the new Nimbus Centre for Embedded Systems Research. Funded through the HEA Programme for Research in Third-Level Institutions (PRTLII) in 2007, the Nimbus Research Centre is the first building nationally to be completed in the 4th cycle of PRTLII funding and reflected very successful collaboration and project management by the CIT Development Office, the architects, building contractors, and the team of researchers for whom the building was designed. In a time of financial constraint, it also reflected well on the team that the project was completed on time and within budget.

Beginning in 2005, CIT completed the transition to a module-based system of curriculum delivery by 2009. It is common that modularisation is implemented as part of wider reforms and often associated with training to specified learning objectives (frequently competence-based); participative learning; individualised training routes; and credit accumulation and transfer. This has been the case with the Modularisation project at CIT. As well as introducing a module-based system, CIT also introduced an academic year consisting of two semesters. The new system was implemented for incoming first year students in September 2007 and was extended to all years of all taught undergraduate and postgraduate programmes in September 2008. The first cohort of graduates who completed their entire honours degree programme under the new system were conferred in October 2011.

The CIT Wandersford Quay Art Gallery situated near the CIT CCAD was opened on 18 June 2010.

On 7 September 2015, the Institute purchased the city centre located building, 46 Grand Parade. The building has a gross floor area of 1,265sqm over 4 floors and is in a prominent position overlooking the South Mall, fronting the Grand Parade and bordering the River Lee. It is also adjacent to the Nano Nagle footbridge. The building houses students and staff from the CIT CCAD.

In recent years, CIT has signed Agreements with Universities and Institutions both nationally and world-wide to collaborate on academic programmes and research. The Institute has developed especially strong links with University College, Cork, University of Applied Sciences, Darmstadt, Germany, and the University of Pune, India.

Building of a multi-purpose Arena commenced in June 2020. This will be a 3,500sqm building incorporating a full 8-court sports hall; a large cardio/weights gym; changing facilities; and a number of multi-functional/project rooms.

## Mission and Values of Cork Institute of Technology

All the activities of CIT are governed by its mission statement. The mission statement encapsulates and reflects the Institute's core values.

### Our Mission

We are proud of our distinct mission and role in the provision of higher education for the region and beyond. Our mission is:

**To provide student-centred career-focused education and research for the personal, professional and intellectual development of the student and for the benefit of the broader society in the region and beyond.**

### Our Commitments

The Institute is committed to its role within the region and nationally. As we pursue our mission across our full range of activities, we are focused on fulfilling the following commitments which encapsulate the Institute's priorities, ethos and values ...

- **CIT is a student-centred institution**
- **CIT delivers career-focused education and research**
- **CIT provides inclusive access to higher education**
- **CIT plays a regional, national and international role**

### Our Vision

As we look towards the future, our institutional focus and culture is encapsulated in our vision statement which is:

**To empower individuals and enrich society through innovative use of knowledge.**

### Achieving our Goals

Our strategic goals are aligned with broader national goals including those outlined in the National Strategy for Higher Education to 2030.

### The Strategic Management Framework

The Institute has adopted an agile and adaptive approach to strategic management and strategic planning.

*Extract taken from the Institute's Strategic Plan 2018 – 2023.*





*Institiúid Teicneolaíochta Chorcaí*  
**Cork Institute of Technology**

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Cork Institute of Technology

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Zero2020 test-bed



# 1. Introduction

Cork Institute of Technology

- 1.1 Chairman's Statement
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- 1.3 Equality Statement
- 1.4 Irish Language & Culture
- 1.5 About Cork Institute of Technology and its Organisation Chart
- 1.6 Special Units and Centres operating within the Institute and their relationship to the Institute's Organisation Chart
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## 1.1 Chairman's Statement

On behalf of the Governing Body, I am honoured to present Cork Institute of Technology's Annual Report for the year 2019/20.

In what has been an unprecedented year for all, CIT's dedication to providing students with the best learner-centred education in the country remains strong. The Institute continues to foster an environment in which students' personal and professional development and growth are at the forefront, equipping students with the necessary knowledge, skills and expertise to flourish and succeed.

I am delighted to say that 2019/20 has been very successful for CIT, with many noteworthy achievements and celebrations throughout the year. The Department of Architecture's Programme in Interior Architecture won the Excellence in Education & Training Award at the Building & Architect of the Year Awards 2019 Ceremony. CIT's Project Spraoi Research Team was recognised at the UNIATF Awards in Geneva and awarded under the category 'Outstanding Non-State Actors'. On 22 June 2020, Tánaiste and Minister for Foreign Affairs & Trade, Simon Coveney TD, turned the sod and marked the commencement of a 2-phase programme which will ultimately see in excess of €22M invested in state-of-the-art sports facilities on the CIT/MTU Bishopstown Campus. Furthermore, CIT celebrated 20 years of Recognition of Prior Learning, and under the 2020 Springboard+ and Human Capital Initiatives, the Institute secured in excess of €4.5M to provide almost 800 course places for those who are seeking to reskill or upskill.

CIT was delighted to host visitors from a range of international universities during 2019/20, and the Institute continues to foster strong links and relationships with such institutions worldwide. CIT welcomed visitors from Da Nang University of Economics, Vietnam; International University of Catalonia, Spain; Camosun College, Canada; and Endicott College, USA. In addition, the Institute's International Office welcomed over 300 international students to CIT at the start of the 2019 academic year. CIT's close connections with international institutions undoubtedly provide students with a chance to avail of diverse and exceptional educational experiences.

The Institute proudly hosted and co-hosted several national and international events during the year, such as the second annual ESERO Ireland Earth and Space Conference, the Irish Sound, Science and Technology Association Conference, Story? 2020 International Student Documentary Film Festival, and the European Science Engagement Conference 2020.

Furthermore, CIT students represented the Institute on a national and international level throughout 2019/20 with their remarkable achievements. My fellow Governors and I would like to congratulate students for this, as well as thank CIT's academic staff.

The Institute celebrated numerous sporting triumphs during 2019/20, with notable successes in boxing, kickboxing, powerlifting, basketball, Australian football, handball, rowing, racewalking, and GAA. The Governing Body would like to commend all participants and wish them continued success for 2020/21.

CIT students, staff, and alumni continued to achieve national and international awards and recognition across the Arts throughout the year. A wide range of events took place, both physically and virtually, including art exhibitions and projects, public talks, theatre productions, music performances and film festivals. Engagement with these events by the student and staff community and by the wider community, both in the Cork area and internationally, continues to develop CIT's reputation as an Arts rich community.

Cork Institute of Technology (CIT) and Institute of Technology Tralee (ITT) were successful in their formal application to the Minister for Education and Skills seeking designation as Munster Technological University (MTU). Both institutes continue to work in close collaboration as they make the transition to MTU. My fellow Governors and I would like to extend a heartfelt warm welcome to Professor Maggie Cusack who was appointed as the first President of MTU.

Lastly, I would like to sincerely thank all management, staff and students for their ongoing and exceptional commitment to CIT. I would also like to extend my thanks and appreciation to my fellow Governors. Your support, wisdom and advice at Governing Body and different committees throughout the year has impacted greatly on CIT's growth and progression as an institute.

It has been an absolute pleasure to be involved with CIT in what is my ninth year as Chairman of Governing Body and to work in close cooperation with my fellow Governors.



**Bob Savage**  
Chairman

## 1.2 President's Statement

I am delighted to present Cork Institute of Technology's Annual Report for 2019/20 following my third and final year as President. The last year has been an unprecedented one for CIT and we have overcome many challenges along the way and made historic advances. Despite the difficulties that 2019/20 has presented us with in terms of the Covid pandemic, CIT has continued to go from strength to strength on a regional, national and international level. We have celebrated many achievements and great successes in the areas of academia, research and innovation, sport and arts and culture throughout the year. The Institute's dedication to providing all students with the highest standard of education and an excellent Student Experience remains unwavering, with innovation, creativity and adaptability at the fore.

CIT is proud to note that in spite of the challenging restrictions this year, over 2,500 First Year students from all four campuses were registered on the Bishopstown campus between 24 September to 2 October 2020. With a move to online teaching and learning for most of the year, the Institute's commitment to ensuring the same level of educational standards for students, along with a strong sense of community, remained resolute. Many virtual events took place, including a series of Q&A video sessions on Instagram Live for prospective CAO students, CIT Careers Fair, CIT CCAD's Degree Showcase and CIT's Story? 2020 International Student Documentary Film Festival. Additionally, a series of online seminars from Spectrum Life devoted to mental health and wellbeing were held for staff.

The Institute had many notable successes in the areas of research and innovation throughout the year. The Centre for Advanced Photonics and Process Analysis (CAPPA) at CIT launched a new EU-funded OPTAPHI project worth over €3.8 million on 21 January 2020, involving five partner institutions across Europe. CIT was delighted to announce on 5 November 2020 that the SFI Research Image of the Year 2020 was won by a multidisciplinary team of researchers from the CAPPA and BioExplore research centres, MeSSO research group and Blackrock Castle Observatory for their image titled 'Talking Heads'. The image reinforced the message that masks can be highly effective at suppressing transmission of Covid-19. The NutRI Research Group in the Department of Biological Sciences was formally designated as an Institute Research and Innovation group on 6 December 2019.

2019/20 was another great year in sport for CIT with remarkable successes in powerlifting, handball, football, kickboxing, boxing, rowing, basketball and taekwondo. Having been controversially relegated to the second tier of the Higher Education Football Championships at the beginning of 2019/20 season, the Institute's Senior Footballers won their first Trench Cup since 1979 and thus regained Sigerson Status. CIT became a member of the first national Women in Sport initiative in Third Level, titled "20 x 20", and were crowned All-Ireland Ladies Basketball Freshers Cup Champions. CIT student David Kenny smashed the long-standing national colleges 2km record and won national racewalking titles over 2km, 5km and 20km, qualifying for the Tokyo Olympics in the process.

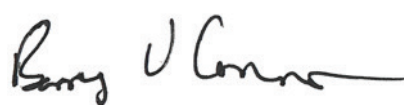
From 1 September 2019 to 31 December 2020, students, staff and alumni across CIT presented over 460 Arts events in CIT venues and online resulting in over 43,000 engagements. Events included group and solo exhibitions, graduate award exhibitions, staff performance projects, public talks, solo and ensemble theatre productions, concerts, musical theatre, film and music festivals, collaborations with external Arts organisations, student society events, cultural celebrations, STEAM events, and more. Notably, CIT CCAD staff and students were selected to perform at the prestigious Bauhaus 100 centenary celebrations at the Stage TOTAL Festival Bauhaus Dessau Foundation. A new record label 'CSM Sounds' was launched at the CIT Cork School of Music, releasing recordings by CSM students. Moreover, CIT CCAD alumna and current member of staff in the Access Service, Leanne McDonagh, was commissioned as part of the RTÉ Illuminations project. The lockdown restrictions since March 2020 posed a particular challenge to the Arts, and it is notable that staff and students at CIT explored and developed new ways of producing and sharing Arts experiences throughout this time, building on the resilience and spirit of the CIT arts community to creatively respond to unprecedented challenging times.

CIT's physical infrastructure continues to improve with the building of the new Sports Arena already well underway, as well as large-scale refurbishment work on the original 1974 Building and significant works on the NMCI campus in Ringaskiddy.

On 26 May 2020, An Taoiseach Leo Varadkar TD, Minister for Education and Skills Joe McHugh TD and Minister of State for Higher Education Mary Mitchell O'Connor TD announced that the consortium of Cork Institute of Technology (CIT) and Institute of Technology Tralee (ITT) would become a Technological University on 1 January 2021. CIT and ITT continue to work in close cooperation as both institutes begin the transition to Munster Technological University (MTU). It was announced on 10 December 2020 that Professor Maggie Cusack was to be appointed as the inaugural President of MTU.

Finally, I wish to express my heartfelt thanks and appreciation to CIT students, staff and stakeholders. All have risen to the extreme challenges posed by the pandemic to ensure sustained delivery of the CIT Mission. Without their continuing support during what has been a tremendously difficult year, many of the Institute's advancements and successes would not have been possible. Furthermore, I wish to express my sincere gratitude to both our Governing Body and the Chair, Mr Bob Savage, whose assistance throughout the year has been unequivocally invaluable. Thank you all for an exceptionally successful and historic year.

Mile buíochas le gach éinne.



**Dr Barry O'Connor**  
President

### 1.3 Equality Statement

CIT is an equal opportunities employer. It is committed to the ongoing development of policies and procedures that do not discriminate on the grounds of gender, marital status, age, disability, race, colour, religious belief, ethnic origin or sexual orientation.

It will always work towards the elimination of unfair practices and promote and develop an ethos of equality within the Institute.

## 1.4 Irish Language & Culture

Under the terms of the Regional Technical Colleges Act (1992), the Qualifications (Education and Training) Act (1999), and the Official Languages Act 2003 the Institute is obliged to have regard to the preservation, promotion and use of the Irish language and to the preservation and development of the national culture. There are particular responsibilities on CIT because included in its region are Gaeltacht areas. There is also a significant amount of second-level education through Irish in the region to which the Institute wishes to be responsive. In addition, the sections of the Official Languages Act which were commenced by order of the Minister for Rural, Community and Gaeltacht Affairs, impose new obligations on the Institute.

The Institute primarily supports Irish Culture through the offering of level 8 and level 9 studies specialising in the performance of Irish music, in the BMus and MA in Performance programmes. All BMus students also take a mandatory module in Irish Traditional Music. The CIT CSM Traditional Irish Ensemble 'Bruach' has performed throughout the country, and chamber music group 'Strung', has represented Ireland at festivals in the USA and Scotland. Students of the CIT CSM run a student society, the Irish Traditional Music Society, which promotes the tradition in the Institute.

The Irish Language is offered as an elective subject, titled 'An Ghaeilge' (LANG6014), in the Department of Sport, Leisure & Childhood Studies for the following courses

- Bachelor of Arts (Hons) in Early Childhood Education & Care
- Bachelor of Arts (Hons) in Montessori Education

Further, it is also offered as a Free Choice Module, and students from a variety of courses across the Institute undertake this module each year.

The Institute makes regular contributions to Irish Language media including Raidió Teilifís Éireann (RTE), RTÉ Raidió na Gaeltachta and TG4 and also supports activities in GaelCholáistí in the region.

## 1.5 About Cork Institute of Technology and its Organisation Chart

CIT operates over four main sites located both in the city and county of Cork:

Bishopstown Campus situated in the western suburbs of Cork City  
CIT Crawford College of Art & Design (CIT CCAD) situated in Cork City  
CIT Cork School of Music (CIT CSM) situated in Cork City  
National Maritime College of Ireland (NMCI) situated in Ringaskiddy, Co Cork

### **Bishopstown Campus**

The main Campus of 35 hectares is situated in Bishopstown and includes the Faculty of Engineering & Science, Faculty of Business & Humanities, the main CIT Library, Sports Facilities and the offices of the President, the Registrar & Vice President for Academic Affairs, the Vice President for External Affairs, and the Vice President for Finance & Administration.

The Rubicon Centre and the NIMBUS Research Centre are also located on this campus.

### **CIT Crawford College of Art & Design (CIT CCAD)**

CIT CCAD is a listed building dating from the early 1900s located in Sharman Crawford Street and includes the departments of Arts in Health & Education and Fine Art & Applied Art. The Department of Media Communications situated at the Bishopstown Campus is also part of the CIT CCAD.

### **CIT Cork School of Music (CIT CSM)**

The CIT CSM traces its history back to 1878 and it is now located in a state-of-the-art facility since September 2007. It includes the departments of Keyboard Studies, Musicianship & Academic Studies, Orchestral Studies, and Pop, Jazz, Trad, Voice & Theatre Studies.

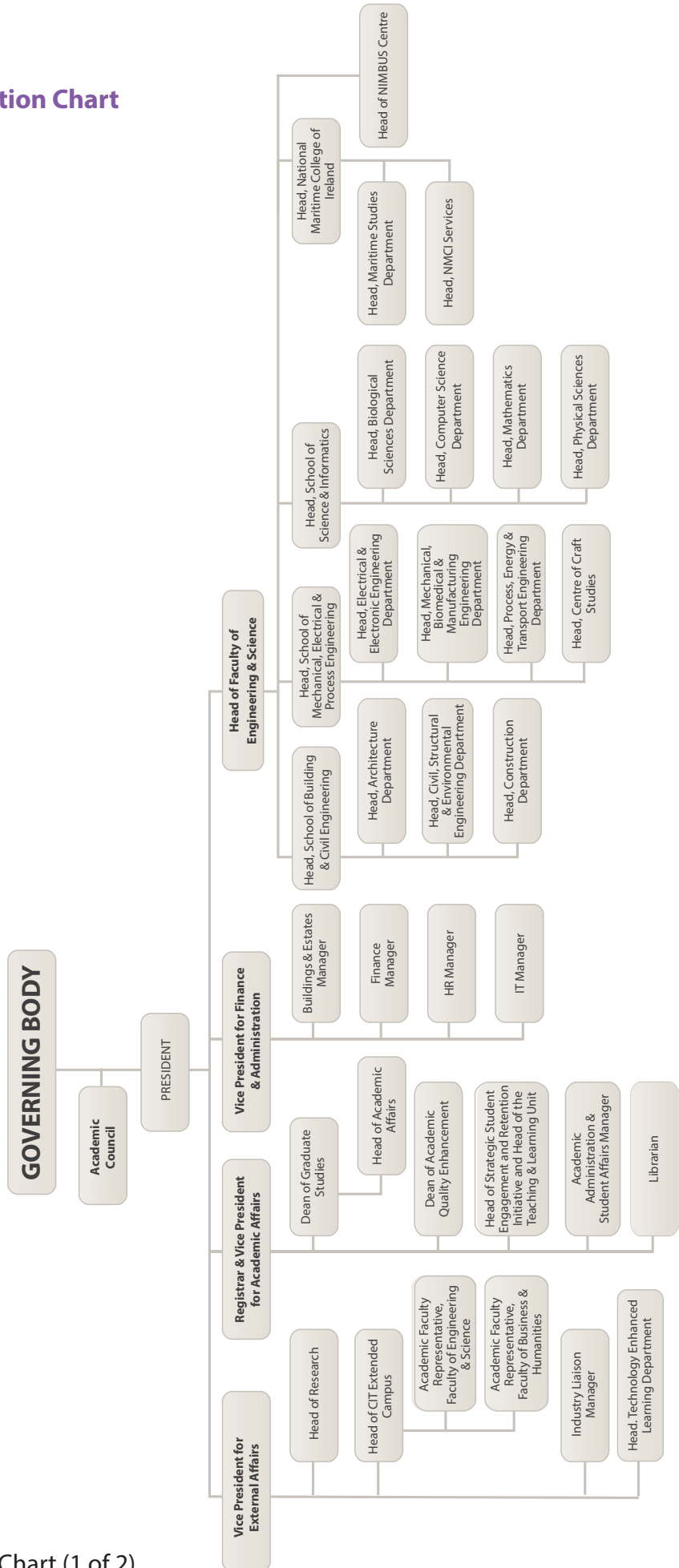
### **National Maritime College of Ireland (NMCI)**

This state-of-the-art College operating from 2004 is located in Ringaskiddy, Co. Cork and provides training and education for the Merchant Marine and the non-military needs of the Irish Naval Service (INS). NMCI Services is the commercial arm of the College.

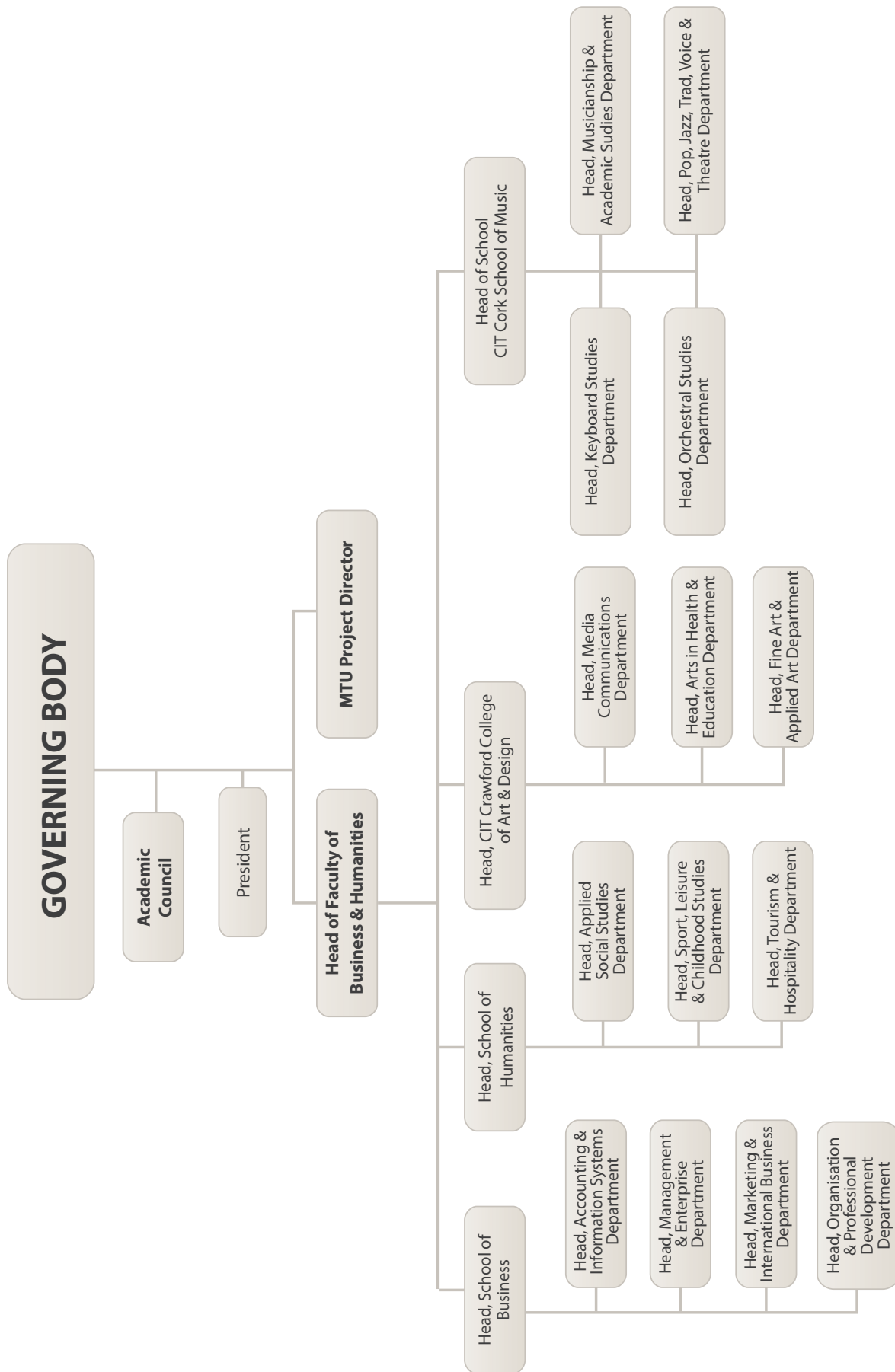




## 1.5 Institute's Organisation Chart



1.5 Institute's Organisation Chart (1 of 2)



1.5 Institute's Organisation Chart (2 of 2)

## 1.6 Special Units and Centres operating within the Institute

The following Centres and Unit operate under the auspices of the Vice President for External Affairs

### 1. Blackrock Castle Observatory (BCO)

Through BCO, CIT is changing positively attitudes towards science, engineering and technology in Ireland and aims to be recognised and respected as a centre of excellence in scientific research, education and outreach. BCO provides the people of Cork and the wider region with a centre of excellence in science that fosters interest in science, engineering and technology through the medium of astronomy. BCO has an annual throughput of 100,000 visitors.

### 2. Rubicon Centre

The Rubicon Centre is CIT's on-campus Incubation Centre. It is home to 50 knowledge-based start-up companies at different stages of development. Some clients are at concept stage, others are completing their first customer orders, and many are already trading internationally. Since opening its doors in January 2006, the Rubicon Centre has quickly positioned itself as a catalyst for innovation and entrepreneurship in Cork. An extension to the building became operational in June 2010, increasing total incubation space to 2,100m<sup>2</sup>. The Rubicon Centre's role as an incubator is to assist the formation and growth of early stage, knowledge intensive businesses, by providing physical space, in-house management support, and access to advice and support from Institute resources. The Centre aims to stimulate an environment of creativity and innovation with a continual focus of nurturing the growth of knowledge-based business and commercial research in the South West Region.

### 3. Strategic Innovation Projects Unit

The Strategic Innovation Projects Unit was established to manage the CIT-led Strategic Innovation Fund (SIF) Projects *Education in Employment* (Cycle 1) and *Roadmap for Employment-Academic Partnerships* (Cycle 2). It involves a total of 9 Institutes of Technology and 2 Universities as collaborating partners. The Unit also has responsibility for CIT's involvement in a number of related SIF projects including the WIT-led *Knowledge Transfer in the Curriculum*, IoT-led *Flexible Learning Project*, and the UL-led *IDEAS* project. In addition to managing the outcomes and financial aspects of the projects, the Unit is also responsible for dissemination of the project outcomes and for mainstreaming the partnership and engagement activities.

*The following Centres operate under the auspices of the Head of the Faculty of Engineering & Science*

### 1. BIO-EXPLORE Research Centre

The BIO-EXPLORE Research Centre is a multidisciplinary centre of researchers involving members from Biological Sciences, Chemistry, Applied Physics and Instrumentation, and Biomedical Engineering. The Centre for Research in Advanced Therapeutic Engineering (CREATE) will provide a multidisciplinary environment with ready access to industry and visiting researchers.

BIO-EXPLORE incorporates:

- MEDIC – the Medical Engineering Design and Innovation Centre. MEDIC is developing new instruments and approaches that will bring a number of medical product concepts to pre-commercialisation stage each year.
- MEDIC has two top-level objectives: to enhance the Biomedical Engineering & Science Applied Research capability of CIT, and develop medical technologies and products that have commercial potential. MEDIC will develop these devices and technologies to a point where they are transferable to a commercialisation entity (e.g. an existing company via licensing agreement OR a spin off campus company).
- MEDIC will focus on three research strands: SMART surgical devices (integration of microelectronics into medical devices such as orthopaedic implants); Assistive Rehabilitation (use of gait analysis to develop products and technologies to support the rehabilitation of stroke victims and/or improve the physical development for cerebral palsy children); and Therapeutic and Regenerative Medicine – focusing on orthopaedic bone grafts, neuro regenerative and antibacterial composites;
- Microbiology/virology research – concentrating on screening, isolation and testing of novel antimicrobial compounds which pose a potential threat to human health;

- Bioinformatics Research – concentrating on supporting the extraction of information from biological data banks;
- Food Research – concentrating on the control of fungal and bacterial contamination in dairy and meat products, extending shelf-life of fresh produce and the development of prebiotics;
- Mass Spectrometry and Bio-Actives Research – concentrating on the isolation, characterisation and use of bio-active compounds (including herbs) in a wide range of applications. The technique of mass spectrometry, in which the researchers are world-leaders, is used for much of the investigative research. CIT researchers in this field are at the forefront of food-borne biotoxin research in Europe.

## 2. The Centre for Advanced Manufacturing and Management Systems (CAMMS)

CAMMS is attached to the School of Mechanical, Electrical and Process Engineering. The Centre uses the design, build, test and validate expertise of these Departments in solving problems for industry and in delivering up to date training and education. Certifications available include City & Guilds, American Society for Quality, and the Society of Manufacturing Engineers. The Centre is an Associate Member of the International Institution for Production Engineering (CIRP) and a recognised Training Provider for Continuing Professional Development (CPD) to Engineers Ireland. Tailored courses can be delivered at place of work or at CIT.

## 3. Cork Centre for Architectural Education (CCAIE)

Established in 2006, CCAIE is a joint venture between CIT and UCC. Supported by Cork City Council and the architectural profession within the region, CCAIE represents a unique undertaking and a natural development of cross-institutional collaboration and partnership.

It offers jointly awarded undergraduate and postgraduate degrees (taught and research) in Architecture.

## 4. Centre for Advanced Photonics & Process Analysis (CAPPA)

CAPPA conducts both applied and fundamental research on photonics for applications in areas as diverse as telecommunications, medical devices, food, and pharmaceutical manufacturing. Photonics is the generation and manipulation of light, and is a key enabling technology for a wide range of topics. The CAPPA Centre includes over 20 researchers and postgraduate students, and is housed in laboratories both on the Bishopstown Campus (moving to the new CREATE research building), and in the Tyndall National Institute as part of the CIT@Tyndall collaboration. Since 2008, it has been awarded over €10M in funding, from both exchequer and non-exchequer sources, including SFI, Enterprise Ireland, HEA, EU FP7 and industry, and has published over 60 papers in peer-reviewed journals. The EI-funded CAPPA Technology Gateway, a follow-on to the previous CAPPA Applied Research Enhancement Centre, has a specific remit to focus on industry engagement and collaborative applied research. CAPPA has had successful interactions with over 30 national and European companies, ranging from short-term consultancy for FMEA and Process Excursions to multi-year industrial and academic collaborative projects.

CAPPA is a partner in the recently funded Irish Photonic Integration Research Centre (I-PIC). This is one of seven Research Centres funded by SFI in 2013 in Ireland's largest ever state/industry research investment, totalling €300m over 6 years. CIT was the only Institute of Technology to be funded in the call. Within the €23m I-PIC centre, CAPPA will work on projects with 5 regional companies, both Multi-National Companies (MNCs) and Small and Medium Enterprises (SMEs), as well as on core research relevant to all members of the centre.

## 5. NIMBUS Centre for Research in Embedded Networked Systems

The NIMBUS Research Centre is a purpose-built state of the art 1,800m<sup>2</sup> research building which forms the backbone of the Institute's Strategic Research Cluster in Embedded Networked Systems. It is also Ireland's only research centre devoted to this field. NIMBUS incorporates the Adaptive Wireless Systems Group, the Smart Systems Integration Group and the Technologies for Embedded Computing Centre (TEC). The TEC Centre acts as the primary industry interface with the NIMBUS Research Centre and provides a "one-stop-shop" for innovation in embedded systems for industry in the region. The NIMBUS Research Centre provides industry with the opportunity to utilise the industry laboratories and access support programmes, and is home to over 80 staff, researchers and postgraduate students.

NIMBUS researchers have primary responsibility for the operation and exploitation of the National Sustainable Building Energy Testbed which was completed in 2013 at the Bishopstown Campus. The testbed, which is unique in Ireland, is part-funded in collaboration with United Technologies Research Centre, an American multi-national corporation.

NIMBUS also operates the Water Systems and Services Innovation facility, a collaboration with the Cork City and County Councils, and they also play a key role in the Mallow Systems Innovation Centre.

## 6. Clean Technology Centre (CTC)

The CTC, based at the Bishopstown Campus, was established in 1992 as a not-for-profit organisation, focusing on preventive approaches to environmental protection. How the CTC came into being and how it was supported is unique. In every country where a similar centre of excellence exists, they have been solely established by or in cooperation with local or national government. However, the creation of the CTC was primarily the result of the foresight of CIT and the demonstration of corporate social responsibility by industry.

The CTC is an independent body, whose mission is to advise and assist industry, government and society alike towards a more sustainable pattern of consumption and production. The integrity and reputation of CTC ensures its unbiased assessment of environmental issues. Its goal is to move consumption and production patterns towards more preventive approaches, through Cleaner Production and the use of Cleaner Technologies. Cleaner production brings economic, social, health, safety and environmental benefits. This has since been expanded to “sustainable production” which includes aspects such as corporate social responsibility.

Since its inception, CTC has become recognised as a centre of excellence in the field of environmental management and one of the leading Irish and European proponents of cleaner production and preventive approaches to environment protection. It has remained active in environmental research and consultancy, providing valuable advice and assistance to a wide range of clients, national and international. These include individual companies, sectoral groups, and umbrella industrial organisation. CTC has an industrial portfolio of over 250 companies. Other clients include local authorities, national agencies, Government Departments as well as several Directorates General of the European Commission. CTC has carried out over 120 environmental research projects with over 100 partners from more than 30 countries.

## 7. CREATE Centre

The Official Opening of the CREATE Centre took place on 6 June 2014. This new research building, known as CREATE (the Centre for Research in Advanced Therapeutic Engineering) is funded through the Higher Education Authority under the Programme for Research in Third-Level Institutions, Cycle 5. The CREATE Centre occupies some 1600m<sup>2</sup> over two stories and provides space to more than 60 researchers and their academic and business partners, at a cost of over €4m. Key partners in the project include University College Cork, Tyndall National Institute, Teagasc (Moorepark) and Cork University Hospital.

CREATE's research focus is in the area of translational health research and combines the three complementary areas of biosciences, biomedical technologies and advanced bio-imaging to drive research in Advanced Therapeutic Engineering. It will facilitate a more blended approach to solving real world problems specifically provided by interdisciplinary teams of scientists with specialisations in physics, chemistry, biology and biomedical engineering.

The multidisciplinary nature of this new research environment will drive excellent scientific discovery, and the transfer of that discovery to new and improved applications, and to the generation of patents, licences and start-up companies in the region and nationally.

*The following Centre operates under the auspices of the Head of the Faculty of Business & Humanities*

### 1. Hincks Centre for Entrepreneurship Excellence

CIT announced the creation of its new Centre for Entrepreneurship Excellence, the Hincks Centre, on 29 January 2013. In creating Ireland's first Centre of Entrepreneurship Excellence, CIT is extending its long-standing, strong, commitment to supporting the entrepreneurship drive at regional and national levels. CIT intends to address a gap in Ireland's current ability to train and provide support to all stakeholder groups who support and nurture entrepreneurship. The Hincks Centre will also address some key gaps in current research on entrepreneurship in the Irish context and will utilise these outputs to inform national policy and strategy.

The Hincks Centre will be focused on three pillars of activity: training entrepreneurship support staff and entrepreneurs; research on entrepreneurship in Ireland with a view to informing national policy and education and accreditation of entrepreneurial educators. The combination of these strands of entrepreneurial focus will enable the future expansion of CIT's activity and will deliver even more added value to CIT's stakeholders.

Immediate priorities for the Centre include a ground-breaking new programme for upskilling staff in financial institutions to optimally support entrepreneurs across both start-ups and existing SMEs. The Hincks Centre will provide a novel programme dedicated to training staff in business incubators and enterprise support agencies. New research programmes will characterise the success and failure factors of start-ups, in the Irish context, in key areas such as sales and funding strategy. A “Train the Trainer” programme will be provided for lecturers and teachers of entrepreneurship. In addition to these new initiatives and existing activities, the Centre also plans to address the key emerging areas of Intrapreneurship and Spin-ins, Social Entrepreneurship, and Entrepreneurship at second-level.



The following Unit and Centre operates under the auspices of the National Maritime College of Ireland

### 1. NMCI Commercial Services (NMCIS)

NMCIS is the Commercial division of the NMCI. Its goal is to achieve and deliver excellent quality service to its existing and future customer base. The services' primary function is to promote and support all commercial activities of the College. NMCIS has produced an annual commercial schedule of professional maritime short courses, listing all the short courses scheduled for the year. It also provides specialised group courses for companies in the industry. All its clients will be trained by quality professional mariners to the highest standards.

#### GAC Training & Service Solutions Limited (GTSS)

- GTSS, launched on 11 February 2010, is a joint venture company between GTSS and the NMCI. It provides cost saving and innovative training solutions for the Maritime, Transport and Commodity sectors. GTSS combines GAC's network, commercial contacts, expertise, and knowledge in global shipping, logistics and the marine industry with the superb facilities of NMCI. This partnership is focused on delivering a complete portfolio of training courses for both seafarers and shore-based shipping and commodity operations personnel. GTSS operates under the College's Commercial Division, NMCIS and is being coordinated on the ground by the GTSS Marketing Executive under the direction of the NMCI Services Manager in partnership with the GAC Vice President of Solutions. It has its own Board of Directors with key staff from both shareholders holding seats on the Board. The NMCIS Manager holds the position of Managing Director/Company Secretary.

#### SEFtec NMCI Offshore Limited (SNO)

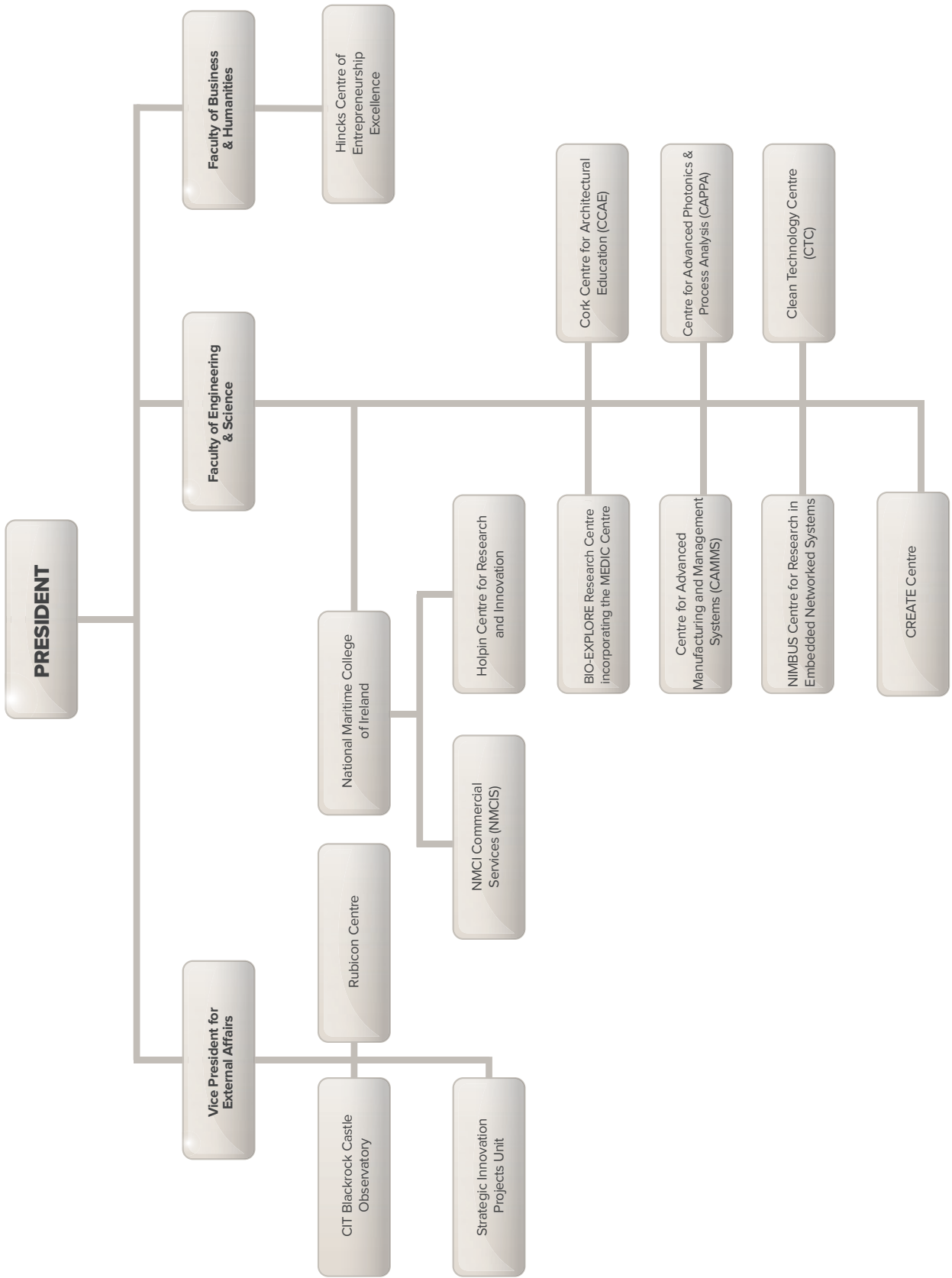
- SNO is a joint venture company between the NMCI and SEFtec Global Training Ireland Limited (SGT). Its primary role is as a vehicle to combine the offshore training expertise of SGT with the world class maritime training facilities at the NMCI in pursuit of OPITO (Offshore Petroleum Industry Training Organisation) standards and accreditation for courses for the offshore industry. SNO operates under the College's commercial division, i.e. NMCI Commercial Services (NMCIS), and is managed on the ground by the Offshore Course Coordinator under the direction of the NMCIS Manager. It has its own Board of Directors with key staff from both shareholders holding seats on the Board. The NMCIS Manager holds the position of Managing Director of SNO, the CIT Finance Manager is Company Secretary.

### 2. Halpin Centre for Research and Innovation

On 27 May 2013, Mr Seán Sherlock TD, Minister of State for Research & Innovation, officially launched the Halpin Centre at the NMCI. This exciting new development will further enhance the international reputation of the NMCI as a centre of maritime excellence. The launch completes the internal development of the NMCI which has three pillars of activity; Maritime Education and Training, Specialised and Bespoke courses for industry delivered through NMCI Services and now, Research and Innovation activity through the Halpin Centre for Research and Innovation.

The Centre will be an important pillar of the rapidly developing iMERC Campus at Ringaskiddy and as such will facilitate the research inputs of both CIT and the Irish Naval Service to the overall research effort in maritime and sustainable energy. It has enjoyed early success in attracting significant European research funding with the Centre involved in ten EU funded projects. The Centre is also working with Irish SME's and multinational companies to assist them in developing new products and services and has international collaborators in Canada and throughout the EU. Advice and support from partners in UCC who have long been involved in Marine Renewable Energy has helped the Halpin Centre to engage quickly and effectively with that sector to secure projects concerning future training needs and the use of simulation technology in that sector.

### 1.6 Units and Centres operating within the Institute and their relationship to the Institute's Organisation Chart



## 1.7 Sports Facilities Development

Despite the expansion of the Institute in terms of student numbers from its opening in 1974, sports facilities, and in particular outdoor sports facilities were in short supply and consisted of a single GAA pitch, a rugby pitch and tarmac tennis courts in the mid 1990's.

To address this deficiency in sports facilities the Institute embarked on a decade long development which has transformed the Institute's sporting assets from humble beginnings to its present situation where CIT's outdoor sports facilities are the envy of the educational third-level sector throughout the country.

The initial phase of the sports development masterplan drawn up by Mr Michael Horgan of Horganlynch Consulting Engineers was the construction of a new rugby pitch located on the western side of the campus and adjacent to the GAA pitch. The construction of this pitch freed up the site of the old rugby pitch and a synthetic all-weather pitch was opened here in 2000. The success of the synthetic all-weather pitch which can accommodate hockey, soccer and GAA is evident by its constant use by students, staff, and external clubs and groups alike.

The next and most ambitious phase of the sports masterplan was the purchase for sports usage of approximately 8.91 hectares of land west of the Curragheen river on what was known as "Rock Farm". Due to its proximity to the river the land was low-lying and liable to flooding and so, for a period of approximately three years a programme of filling took place to raise the general area by approximately two metres. On completion, the extensive network of ESB lines crossing the site was removed and this allowed the construction of six sand-based grass pitches for GAA, soccer and rugby. This brought the total number of grass playing pitches to nine when the athletics track infield is taken into consideration.

To service these pitches and to provide a state-of-the-art spectator venue, a covered seated stand was constructed in 2007 with a seated capacity of 1,150 along with six dressing rooms, referee's room, medical room, gymnasium, and social area.

Along with the developments listed above, three pitches have full floodlighting to allow night matches and training, and a synthetic carpet tennis court has also been constructed. Indoor sports and training are accommodated in a large and well-equipped sports hall and fully equipped gym, centrally located on campus.

Minister for Enterprise, Trade and Innovation, Mr Batt O'Keeffe TD officially opened the New Stand at the Institute's Sports Complex, Bishopstown on 4 June 2010.



In the 2010/2011 academic year, the Institute featured prominently in a number of events and numerous successes. Its excellently prepared sports grounds and facilities played host to numerous competitions throughout the year including schools matches, schools Cork County Camogie Final, Cork City Sports, GOAL Mile, the Munster Schools & Universities Cross Country Championships, WSCAI Intervarsities, Kayaking Intervarsities, Novice Boxing Intervarsities, and the All-Ireland Colleges Rugby Finals. CIT provided training facilities for a number of intercounty teams including the Cork Ladies Footballers and Camogie Teams, from under-age to Senior Level, Cork Kennedy Cup Team, Schools of Excellence in Camogie, Ladies Soccer, and GAA.

In May 2011, CIT signed a 4-year agreement with Munster Rugby which saw the Cork-based members of the professional Munster Squad and Academy headquartered at CIT's Elite Gym on its Bishopstown Campus.

As well as catering for the competitive athlete, the Institute places a big emphasis on participation and fun and this is reflected in the growing numbers of students who take part.

In January 2012, CIT signed an agreement with the Cork County Board which saw the Cork Senior Hurling Panel headquartered at CIT's Bishopstown Campus. They utilise the sports and ancillary services at CIT for their training and development.

CIT has a long and successful tradition of helping to produce some of Ireland's finest sporting talent. This is a tradition it seeks to strengthen and progress by significantly supporting the Elite Student Athlete and High-Performance Teams.

Throughout the 2019/20 academic year, CIT's excellently prepared sports grounds and facilities played host to numerous competitions including in athletics the International Cork City Sports, the Cork National School Sports and the annual GOAL Mile. Record numbers took part in this year's "Rebel Run" co-hosted by CIT Sports. CIT provided training facilities for a number of teams including the Cork Senior Footballers, Cork minor footballers, Cork Development Squads, and Cork City Soccer.

To underline its commitment to Sport, CIT annually awards Sports Scholarships to a wide range of sports for Seniors and Freshers. The Sports Scholarships range in value from €500 to €1,500. For the academic year 2019/20, the following scholarships were awarded at a presentation evening on 25<sup>th</sup> November 2019:

- 81 CIT Sports Scholarships
- 12 Munster Council GAA Scholarships

Sports represented included AFL, athletics, basketball, boxing, canoe, camogie, equestrian, gaelic football, golf, handball, hockey, hurling, orienteering, powerlifting, rowing, sailing, soccer, tae kwon do.

This year the guest speaker, legendary Cork Camogie and Ladies footballer Rena Buckley, performed the presentations.

Both male and female athletes from 18 different sports were recipients. CIT allocates sports scholarships annually to students who display a high level of achievement and are excellent ambassadors to CIT in their chosen sport. The standard, and competition, for scholarships is exceptionally high with the scheme designed to help students reach their full potential, both in their sport and also in their academic careers.

The Institute hosted the Cork Primary Schools Sports on the Athletics Track and in the Sports Stadium and was a tremendous success for everyone in what is the largest voluntary sports event in Europe. This was the 96<sup>th</sup> year in what is a truly unique event. In 1924 the inaugural sports was held in the Mardyke with some 350 children participating. It is a landmark day in the calendar of every primary school in Cork City and County and it is an important event for CIT as the Institute gets extensive and very positive exposure in every Primary School.

Approximately 5,000 primary school children competed and it is estimated a crowd in excess of 20,000 comprising parents, grandparents, siblings, neighbours and teachers were there to support them over the entire day.

CIT agreed to host this large-scale event on behalf of Lúthchleasa Bhunscoileana Chorcaí.







# 2. Governance

Cork Institute of Technology

- 2.1 Introduction
- 2.2 Membership of Governing Body
- 2.3 Governing Body Meetings
- 2.4 Governing Body Expenses
- 2.5 Governing Body Statement on the Audit & Risk Committee
- 2.6 Institute Executive Board (IEB)
- 2.7 Institute Senior Staff

## 2.1 Introduction

### Introduction, Responsibilities and Key Duties

The Governing Body of Cork Institute of Technology operates in accordance with a Governance Framework which comprises of the Institutes of Technology Acts 1992 to 2006, the THEA Code of Governance and other applicable legislation. The Governing Body is collectively responsible for leading and directing the Institute's activities.

It fulfils key functions which include approving and reviewing implementation of the Institute's strategic plan, risk management policy, annual operating programmes and budgets, annual financial statements, performance compact and oversees major capital expenditure and investment decisions. The Governing Body also has overall responsibility for the system of internal control in operation within the Institute.

The Governing Body has a formal schedule of matters specifically reserved for its decision, comprising statutory functions and matters derived from the THEA Code of Governance. The Governing Body has established an Audit and Risk Committee as a sub-committee of Governing Body to support them in their responsibilities of risk management, internal control and other governance matters.

The Governing Body adopted the THEA Code of Governance for Institutes of Technology 2018 on 12 April 2018 and is working to achieve full compliance with this Code.

The Governing Body acts on a fully informed and ethical basis, in good faith, with due diligence and care, and in the best interest of the Institute, having due regard to its legal responsibilities and the objectives set by Government.

### Risk Management

Governing Body approves the Institute's Risk Management Framework and monitors its effectiveness through its Audit & Risk Sub-Committee. The Institute Executive Board carry out an annual review and update of the Institute Risk Register. This review includes an assessment of the description of principal risks, risk rating and associated mitigations for each of the risks set out in the Institute Risk Register.

### Governing Body Review of compliance with the Public Spending Code

The Chairman of the Governing Body confirms in our Annual Governance Statement that the Institute adheres to the relevant aspects of the Public Spending Code and that the Governing Body has ensured robust and effective systems and procedures are in place in to ensure compliance with the relevant principles, requirements and guidelines of the Public Spending Code.

### Strategic Plan and Annual Operating Budget

The Governing Body has formally undertaken an evaluation of actual performance, by reference to the Institutes Strategic Plan and Operating Budget and has subsequently approved its Annual Programmes and Budgets for the Institute at its meeting on 27 March 2020.

### Sub-Committees of Governing Body

The Governing Body has established six sub-committees to assist with the overall functions of the Governing Body:

- Arts Sub-Committee
- Audit and Risk Sub-Committee
- Finance Sub-Committee
- MTU Sub-Committee
- Staff Appointments Sub-Committee
- Strategic Development Sub-Committee

## 2.2 Membership of Governing Body

The composition of the Governing Body is determined by the Regional Technical Colleges Acts, 1992 and 1994. The ordinary members with the exception of the two student representatives are appointed for a period of five years.

The two student representatives are appointed for a period of one year from 1 June 2019 to 31 May 2020 and 1 June 2020 to 31 May 2021.

The membership of the Governing Body from 1 September 2019 is as follows:

- Mr Bob Savage, Chairman (Nominee of the Minister for Education and Skills)
- Dr Barry O'Connor, President, CIT (Ex Officio)

### Governing Body members as per Section 4 of the 1994 Act.

#### Six appointed under Section 4(1)(a) and (b)

- Ms Maura Fitzgibbon (Nominee of the Cork ETB)
- Cllr Mary Hegarty (Nominee of the Cork ETB)
- Cllr Michael Hegarty (Nominee of the Cork ETB)
- Mr Denis Leamy (Nominee of the Cork ETB)
- Cllr Patrick Gerard Murphy (Nominee of the Cork ETB)
- Mr Declan O'Leary (Nominee of the Cork ETB)

#### Two appointed under Section 4(1)(c)

- Ms Mary Cooney (Academic Staff Nominee)
- Mr Cilian Ó Súilleabháin (Academic Staff Nominee)

#### One appointed under Section 4(1)(d)

- Mr Eoin Deane (Non-Academic Staff Nominee)

#### Two appointed under Section 4(1)(e)

- Mr Aaron Buckley (Nominee of Students' Union) up to 31 May 2020
- Ms Aisling O'Mahony (Nominee of Students' Union) up to 31 May 2020
- Ms Aisling O'Mahony (Nominee of Students' Union) up to 31 May 2021
- Mr Zack Nutchanat (Nominee of Students' Union) up to 31 May 2021

#### One appointed under Section 4(1)(f)

- Ms Ann Piggott (Nominee of the Irish Congress of Trade Unions)

#### Five appointed under Section 4(1)(g)

- Mr Bernard Allen (Nominee of The Irish Sports Council)
- Ms Emelie Fitzgibbon (Nominee of The Arts Council)
- Mr John Higgins (Nominee of Cork Chamber)
- Capt. Dave Hopkins (Nominee of the Irish Chamber of Shipping)
- Ms Katherine Walshe (Nominee of Engineers Ireland)

A new Governing Body was appointed for a five-year term from 1 April 2020. Their membership is as follows:

Mr Bob Savage, Chairman  
(Nominee of the Minister for Education and Skills)

Dr Barry O'Connor, President, CIT  
(Ex Officio)

### **Governing Body members as per Section 4 of the 1994 Act.**

#### **Six appointed under Section 4(1)(a) and (b)**

Ms Maura Fitzgibbon (Nominee of the Cork ETB)  
 Cllr Mary Hegarty (Nominee of the Cork ETB)  
 Cllr Colette Finn (Nominee of the Cork ETB)  
 Mr Denis Leamy (Nominee of the Cork ETB)  
 Cllr Patrick Gerard Murphy (Nominee of the Cork ETB)  
 Mr Declan O'Leary (Nominee of the Cork ETB)

#### **Two appointed under Section 4(1)(c)**

Ms Mary Cooney (Academic Staff Nominee)  
 Dr Cilian Ó Súilleabháin (Academic Staff Nominee)

#### **One appointed under Section 4(1)(d)**

Ms Norma Welch (Non-Academic Staff Nominee)

#### **Two appointed under Section 4(1)(e)**

Mr Aaron Buckley (Nominee of Students' Union) up to 31 May 2020  
 Ms Aisling O'Mahony (Nominee of Students' Union) up to 31 May 2020  
 Ms Aisling O'Mahony (Nominee of Students' Union) up to 31 May 2021  
 Mr Zack Nutchana (Nominee of Students' Union) up to 31 May 2021

#### **One appointed under Section 4(1)(f)**

Ms Ann Piggott (Nominee of the Irish Congress of Trade Unions)

#### **Five appointed under Section 4(1)(g)**

Mr Bernard Allen (Nominee of Sport Ireland)  
 Mr John Higgins (Nominee of IBEC)  
 Mr Pádraig Leahy (Nominee of Engineers Ireland)  
 Mr Diarmuid O'Connor (Nominee of BioPharmaChem Ireland (BPCI))  
 Mr Ray O'Connor (Nominee of IDA Ireland)

## 2.3 Governing Body Meetings

The Governing Body meet regularly to discuss, advise and challenge the goals and activities of Cork Institute of Technology. Governing Body meetings are well attended by members and all members are given the opportunity to express their views. Meetings are minuted and these are reviewed and approved at the next meeting where issues arising are followed up on. The three Vice Presidents normally attend Governing Body meetings.

The Governing Body did not meet without executive members or management present to discuss any matters deemed relevant.

During the period from 1 September 2019 to 31 December 2020, the Governing Body met on fourteen separate occasions which included two special meetings. They met on the following dates:

- Thursday 3 October 2019
- Thursday 7 November 2019
- Thursday 5 December 2019
- Thursday 6 February 2020
- Thursday 5 March 2020
- Friday 27 March 2020
- Thursday 21 May 2020
- Thursday 4 June 2020
- Thursday 2 July 2020
- Friday 29 July 2020 (Special Meeting)
- Thursday 1 October 2020
- Thursday 5 November 2020
- Thursday 12 November 2020 (Special Meeting)
- Thursday 3 December 2020

Governing Body Member	Attendance at Governing Body Meetings														
		03-Oct-19	07-Nov-19	05-Dec-19	06-Feb-20	05-Mar-20	27-Mar-20	21-May-20	04-Jun-20	02-Jul-20	29-Jul-20 (Special Mtg)	01-Oct-20	05-Nov-20	12-Nov-20 (Special Mtg)	03-Dec-20
1 Mr Bob Savage	✓	✓	X	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
2 Dr Barry O'Connor	✓	✓	✓	✓	✓	✓	✓	✓	✓	X	✓	✓	✓	✓	✓
3 Mr Bernard Allen	X	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
4 Ms Mary Cooney	✓	✓	✓	✓	✓	✓	X	X	✓	✓	✓	✓	✓	✓	✓
5 Mr Eoin Deane (to 31/03/2020)	X	✓	✓	✓	✓	✓									
6 Cllr Colette Finn (from 01/04/2020)							✓	✓	✓	✓	✓	✓	✓	✓	✓
7 Ms Emelie Fitzgibbon (to 31/03/2020)	✓	X	✓	✓	X	X									
8 Ms Maura Fitzgibbon	X	✓	X	✓	X	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
9 Ms Mary Hegarty	✓	✓	✓	✓	X	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓

	Governing Body Member														
		03-Oct-19	07-Nov-19	05-Dec-19	06-Feb-20	05-Mar-20	27-Mar-20	21-May-20	04-Jun-20	02-Jul-20	29-Jul-20 (Special Mtg)	01-Oct-20	05-Nov-20	12-Nov 20 (Special Mtg)	03-Dec-20
10	Cllr Michael Hegarty (to 31/03/2020)	X	✓	✓	X	X	✓								
11	Mr John Higgins	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
12	Capt Dave Hopkins (to 31/03/2020)	✓	✓		✓	✓	✓								
13	Mr Pádraig Leahy (from 1/4/2020)							✓	✓	✓	✓	✓	✓	✓	✓
14	Mr Denis Leamy	X	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	X	✓	✓
15	Cllr Patrick Gerard Murphy	X	X	X	X	X	✓	X	X	✓	✓	✓	✓	✓	X
16	Mr Diarmuid O'Connor (from 1/04/2020)							✓	✓	✓	✓	✓	✓	✓	✓
17	Mr Ray O'Connor (from 1/04/2020)							✓	✓	✓	X	✓	✓	✓	✓
18	Mr Declan O'Leary	✓	✓	✓	✓	✓	X	✓	✓	✓	✓	X	✓	X	✓
19	Dr Cilian Ó Súilleabháin	✓	X	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
20	Ms Ann Piggott	✓	✓	X	✓	X	✓	✓	✓	✓	✓	✓	✓	✓	✓
21	Ms Katherine Walshe (to 31/03/2020)	X	✓	X	✓	✓	✓								
22	Ms Norma Welch (from 1/04/2020)							✓	✓	✓	✓	✓	✓	✓	✓
23	Mr Aaron Buckley, Student Nominee from 1/06/2019 to 31/05/2020	✓	✓	✓	✓	X	✓								
24	Ms Aisling O'Mahony, Student Nominee from 1/06/2019 to 31/05/2020	✓	✓	✓	✓	X	✓								
25	Ms Aisling O'Mahony, Student Nominee from 1/06/2020 to 31/05/2021							✓	✓	✓	✓	✓	✓	✓	✓
26	Mr Zack Nutchanat, Student Nominee from 1/06/2020 to 31/05/2021								X	✓	✓	✓	✓	✓	✓

## 2.4 Governing Body Expenses

The Institute confirms that fees and expenses paid to members of the Governing Body are in accordance with guidelines from the Department of Public Expenditure and Reform.

### Schedule of Fees

Interview: €300 per day  
 Expenses: per Department of Public Expenditure and Reform

Member	Expenses	Fees (Interview etc)	Total Costs
Mr Bernard Allen	€201	€12,000.00	€12,201
Ms Mary Cooney	€87	-	€87
Mr Eoin Deane	€209	-	€209
Ms Mary Hegarty	€2,827	€13,200	€16,027
Ms Katherine Walshe	€335	-	€335
<b>TOTAL</b>	<b>€3,659</b>	<b>€25,200</b>	<b>€28,859</b>

## 2.5 Governing Body Statement on the Audit & Risk Sub-Committee

The Audit & Risk Sub-Committee is a Sub-Committee of the Governing Body. The Sub-Committee meets at least 4 times per year as per its terms of reference. The Audit & Risk Sub-Committee reports to the Governing Body on its work and any issues of concern after each meeting and also submits an Annual Report. The Sub-Committee meets with the Head of Internal Audit at least once a year and also with the staff from the Comptroller & Auditor General's Office.

The Audit & Risk Sub-Committee met on 7 occasions during the 16-month period 1 September 2019 to 31 December 2020.

The following is the membership of the Sub-Committee:

- Mr Bernard Allen, Chair
- Ms Maura Fitzgibbon (to 31 March 2020)
- Cllr Colette Finn (from 1 April 2020)
- Mr Pádraig Leahy (from 1 April 2020)
- Mr Declan O'Leary
- Dr Cilian Ó Súilleabháin

The role of the Sub-Committee is to assist the Governing Body in fulfilling its oversight responsibilities as set out in the THEA Code of Governance for Institutes of Technology 2018 and in the Institutes of Technology Act 1992-2006.

## 2.6 Institute Executive Board (IEB)

The Institute Executive Board is a non-statutory committee of the Institute. The role of the Institute Executive Board is to assist the President in the management of the Institute and in formulating Institute strategy and policy for approval by the Governing Body.

The composition of the Institute Executive Board from 1<sup>st</sup> September 2019 – 31<sup>st</sup> August 2020 is as follows:

Dr Barry O'Connor, President  
 Mr Michael Loftus, Vice President for External Affairs  
 Dr Pío Fenton, Chair, Heads of Department Group  
 Mr Paul Gallagher, Vice President for Finance & Administration  
 Dr Matt Cotterell, Faculty of Engineering & Science Executive Nominee  
 Ms Catherine Fehily, Faculty of Business & Humanities Executive Nominee  
 Mr Tim Horgan, Head of Faculty of Engineering & Science  
 Prof Hugh McGlynn, MTU Project Director  
 Dr Áine Ní Shé, Registrar & Vice President for Academic Affairs  
 Mr Gerard O'Donovan, Head of Faculty of Business & Humanities

The composition of the Institute Executive Board from 1<sup>st</sup> September 2020 – 31<sup>st</sup> December 2020 is as follows:

Dr Barry O'Connor, President  
 Dr Áine Ní Shé, Registrar & Vice President for Academic Affairs  
 Mr Gerard O'Donovan, Head of Faculty of Business & Humanities  
 Mr Michael Loftus, Vice President for External Affairs  
 Dr Pío Fenton, Chair, Heads of Department Group  
 Mr Paul Gallagher, Vice President for Finance & Administration  
 Mr Cormac Gebruers, Faculty of Engineering & Science Executive Nominee  
 Dr Breda Kenny, Faculty of Business & Humanities Executive Nominee  
 Mr Tim Horgan, Head of Faculty of Engineering & Science  
 Prof Hugh McGlynn, MTU Project Director  
 Prof Margaret Linehan, Chair, Athena SWAN Self-Assessment Team (SAT)

The Institute Executive Board meet on a monthly basis and at such other times as deemed necessary. It is chaired by the President or by the President's nominee from within the Board. A recording secretary is present at all meetings to record agreed actions. Action lists from the meetings are circulated to the Governing Body and are available to staff on the staff intranet (Gateway).



## 2.7 Institute Senior Staff

**The Cork School of Music, the Crawford College of Art & Design and the National Maritime College of Ireland are constituent schools of Cork Institute of Technology.**

### President

Dr Barry O'Connor, BE, MEngSc, PhD, BCL, CEng, MIEI

### Institute Executive Board

Vice President for External Affairs

Mr Michael Loftus, BE, MEngSc, MICS

Vice President for Finance & Administration

Mr Paul Gallagher, MSc, FCMA

Head of Faculty of Engineering & Science

Mr Tim Horgan, BTech, MSc

CIT MTU Project Director

Prof. Hugh McGlynn, BSc, PhD, FHEA

Registrar & Vice President for Academic Affairs (Acting)

Dr Áine Ní Shé, BEd, MA, PhD, LRSM, LTCL

Head of Faculty of Business & Humanities

Mr Gerard O'Donovan, BComm, MBA, MMII, MICS

Chair, Heads of Department Group

Dr Pio Fenton, BSc, PhD

Faculty of Engineering & Science Executive Nominee

Mr Cormac Gebruers, BSc, Dip. Naut Sc., AFNI, CMILT, MRIN

Faculty of Business & Humanities Executive Nominee

Dr Breda Kenny, PhD, MBS, MMII Grad, BBS

Chair, Athena SWAN Self-Assessment Team (SAT)

Prof. Margaret Linehan, BBus, MBus, PhD

### FACULTY OF ENGINEERING & SCIENCE

Head of Faculty

Mr Tim Horgan, BTech, MSc

### School of Building & Civil Engineering

Head of School

Dr Joseph Harrington, BE, MS, PhD, CEng, FIEI, Eurlng, PE

Head of Department of Architecture

Ms Katherine Keane, BSc in Arch, MArch, ARIAI

Head of Department of Civil, Structural & Environmental Engineering

Mr Desmond Walsh, BE, MSc, DIC, CEng, MIEI, MICE

Head of Department of Construction

Dr Daniel Cahill, MSc, PhD, MRICS

### School of Mechanical, Electrical & Process Engineering

Head of School

Dr Matt Cotterell, BE, MED, CMfgE, MIEI, AMIMEchE, PhD

Head of Department of Electrical & Electronic Engineering (Acting)

Dr Martin Hill BEng, MEngSc, PhD, SMIEEE

Head of Department of Mechanical, Biomedical & Manufacturing Engineering

Prof. Gerard Kelly, BE, MEngSc, PhD

Head of Department of Process, Energy & Transport Engineering (Acting)

Mr Niall Morris BSc (Hons)

Head of Centre of Craft Studies

Mr Michael Hourihan, BSc, Senior Trades, C & G

### School of Science & Informatics

Head of School (Acting)

Dr Brendan O'Connell, BSc (Hons), PhD

Head of Department of Biological Sciences (Acting)

Dr Brigid Lucey, FACSLM, FIBMS, PGDip TLHE, FRCPATH

Head of Department of Computer Science

Dr Sean McSweeney PhD, MEng, BEng, MIEEEE

Head of Department of Mathematics (Acting)

Dr David Goulding, BSc, MSc, PhD

Head of Department of Physical Sciences (Acting)

Dr Donagh O'Mahony, BSc, PhD

### NIMBUS Research Centre

Head of Centre

Prof. John Barrett, B.E. (Elec), MEngSc, PhD, SMIEEEE

Chair of Cyber Security

Dr Donna O'Shea, BSc (Hons), MEng, PhD

## NATIONAL MARITIME COLLEGE OF IRELAND

Head

Head of Department of Maritime Studies

Head of NMCI Services

Mr Cormac Gebruers, BSc, Dip. Naut Sc., AFNI, CMILT, MRIN

Capt. Sinéad Reen, Master Mariner

Mr James O'Byrne, Class 1 Certificate of Competency Motor  
(Chief Engineer)

## FACULTY OF BUSINESS & HUMANITIES

Head of Faculty

Mr Gerard O'Donovan, BComm, MBA, MMII, MICS

### School of Business

Head of School

Dr Breda Kenny, PhD, MBS, MMII Grad, BBS

Head of Department of Accounting & Information Systems

Dr Claire O'Sullivan Rochford BComm, MBS,  
PGDTLHE, FCA, Dip IFRS, PhD

Head of Department of Management & Enterprise

Ms Caroline O'Reilly, BComm, MBus

Head of Department of Marketing & International Business

Dr Pio Fenton, BSc, PhD

Head of Department of Organisation & Professional Development

Mr Don Crowley, BBus, GDE(B), Grad. Dip IT

### School of Humanities

Head of School

Prof. Margaret Linehan, BBus, MBus, PhD

Head of Department of Applied Social Studies

Dr Tom O'Connor BA, MA, PhD

Head of Department of Sport, Leisure & Childhood Studies

Dr Cian O'Neill, BSc, PhD

Head of Department of Tourism & Hospitality

Dr Noel Murray, BBS, HDipEd, MBS, PhD

## CIT CRAWFORD COLLEGE OF ART & DESIGN

Head of School

Ms Catherine Fehily, MA, BA

Head of Department of Arts in Health & Education (Acting)

Ms Louise Foott, MA PGCE PG Dip BA

Head of Department of Fine Art & Applied Art

Ms Trish Brennan, MA, BA

Head of Department of Media Communications

Ms Rose McGrath, MA, Dip Ed, BDes

## CIT CORK SCHOOL OF MUSIC

Head of School

Ms Aiveen Kearney, MA, BMus, HDE, ATCL

Head of Department of Keyboard Studies

Dr Gabriela Mayer, DMA, MMus, BMus, Dip  
Berlin Hochschule

Head of Department of Musicianship & Academic Studies

Ms Maria Judge, BMus, Dip Kodály Intézet  
Hungary

Head of Department of Orchestral Studies

Ms Joan Scannell, MA, BMus, DipCSM, LTCL

Head of Department of Pop, Jazz, Trad, Voice & Theatre Studies

Mr John O'Connor, MA, BMus, HDE, FTCL, LRSM

## OTHER SENIOR ACADEMIC POSITIONS

### Office of the Registrar & Vice President for Academic Affairs

Dean of Academic Quality Enhancement and Acting Dean of  
Graduate Studies

Dr Stephen Cassidy, BE, MEngSc, PhD, CEng, Eur, Ing, MIEI

Head of Academic Affairs, School of Graduate Studies

Vacant

Head of Strategic Student Engagement and Retention Initiative  
and Head of the Teaching and Learning Unit

Ms Marèse Bermingham, BComm, HDipEd,  
HDipGC, MIGC

Curriculum Development Facilitator

Dr Joe Connell, BSc (Eng), MSc (Eng), PhD, CEng, FIEI, MIEEE

Head of Implementation - MTU Academic Planning and Policies

Dr Michael J. O'Mahony, BE, MEngSc, PhD, MIEI

**Office of the Vice President for External Affairs**

Head, CIT Extended Campus

Prof. Irene Sheridan, BE, MEngSc, PhD

Head of Research

Dr Niall Smith, BSc, PhD

Head of Department of Technology Enhanced Learning

Dr Gearóid Ó Súilleabháin, BA, MSc (Econ), MA, PhD

Senior Lecturer 3

Dr Tadhg Leane, BA, MA, DBA

**MTU Project Office**

Corporate Affairs/IT and Communications Project Leader

Ms Theresa Murphy, MSc

**Central Services Managers**

Finance Manager

Ms Ellen Crowley, BSc, ACA, MA

Human Resources Manager

Ms Deirdre Casey, Dip HR, FCIPD, MII

Academic Administration & Student Affairs Manager

Dr Dan Collins, Med, BA, BD, PhD

Building & Estates Manager

Mr Kevin McCarthy, MSc, CEng, MIEI

IT Manager

Dr Jonathan McCarthy, BSc, MA, PostgradDip, PhD

Innovation & Enterprise Manager

Ms Josette O'Mullane, BComm, ACMA

**Librarian**

Ms Jean Ricken BA, MLSI













# 3. Academic & Student Affairs

Cork Institute of Technology

- 3.1 Academic Council Membership
- 3.2 Academic Council Executive Committee Membership
- 3.3 Academic Council Committees
- 3.4 Academic Development
- 3.5 Approved Courses – Full-Time that operated in 2019/20
- 3.6 Craft Approved Courses that operated in 2019/20
- 3.7 Approved Courses – Part-Time that operated in 2019/20
- 3.8 Validating Authorities
- 3.9 External Examiners
- 3.10 Student Statistics
- 3.11 Student and Graduate Prizes & Achievements
- 3.12 Student Ombudsman
- 3.13 Access Service Report

### 3.1 Academic Council Membership

The current members of the Academic Council were appointed in June 2016 for a period of three years. At its meeting on 7 February 2019, the Governing Body approved the application from Academic Council to extend the lifetime of this term of office to 31 December 2020 or to the date of the final dissolution of Council, whichever was sooner. This was necessary to ensure continuity in the work of Academic Council and that a fully operational and sufficiently experienced Academic Council existed until the outcome of the MTU application was known.

The Academic Council met on twelve occasions during the period 1 September 2019 to 31 December 2020 as follows:

Friday, 4 <sup>th</sup> October 2019	Wednesday, 13 <sup>th</sup> May 2020
Friday, 8 <sup>th</sup> November 2019	Wednesday, 17 <sup>th</sup> June 2020
Wednesday, 18 <sup>th</sup> December 2019	Friday, 25 <sup>th</sup> September 2020
Wednesday, 5 <sup>th</sup> February 2020	Friday, 23 <sup>rd</sup> October 2020
Wednesday, 11 <sup>th</sup> March 2020	Wednesday, 18 <sup>th</sup> November 2020
Wednesday, 22 <sup>nd</sup> April 2020	Wednesday, 16 <sup>th</sup> December 2020

#### PRESIDENT

Barry O'Connor

#### SENIOR ACADEMIC STAFF

Aiveen Kearney	Head of School, CIT CSM
Brendan O'Connell	Head of School of Science & Informatics (Acting)
Breda Kenny	Head of School of Business
Caroline O'Reilly	Head of Department of Management & Enterprise
Catherine Fehily	Head of CIT CCAD
Catherine Molyneaux	Head of Department of Applied Social Studies
Cian O'Neill	Head of Department of Sport, Leisure & Childhood Studies
Claire O'Sullivan Rochford	Head of Department of Accounting & Information Systems
Cormac Gebruers	Head of NMCI
Daniel Cahill	Head of Department of Construction
David Goulding	Head of Department of Mathematics (Acting)
Deirdre Ryan	Head of Department of Architecture (Acting)
Desmond Walsh	Head of Department of Civil, Structural & Environmental Engineering
Donagh O'Mahony	Head of Department of Physical Sciences (Acting)
Don Crowley	Head of Department of Organisation & Professional Development
Donna O'Shea	Chair of Cyber Security, Faculty of Engineering & Science
Gabriela Mayer	Head of Department of Keyboard Studies, CIT CSM
Gearóid Ó Suilleabháin	Head of Department of Technology Enhanced Learning
Gerard Kelly	Head of Department of Mechanical, Biomedical & Manufacturing Engineering
Gerard O'Donovan	Head of Faculty of Business & Humanities
Irene Sheridan	Head of Extended Campus
Joan Scannell	Head of Department of Orchestral Studies, CIT CSM
Joe Harrington	Head of School of Building & Civil Engineering
John Barrett	Head of NIMBUS Research Centre (Acting)
John O'Connor	Head of Department of Pop, Jazz, Trad, Voice & Theatre Studies, CIT CSM
Katherine Keane	Head of Department of Architecture
Louise Foott	Head of Department of Arts in Health & Education (Acting), CIT CCAD
Marese Bermingham	Head of Strategic Student Engagement & Retention Initiative & Head of the Teaching and Learning Unit
Margaret Linehan	Head of School of Humanities

Maria Judge	Head of Department of Musicianship & Academic Studies, CIT CSM
Martin Hill	Head of Department of Electrical and Electronic Engineering (Acting)
Matt Cotterell	Head of School of Mechanical, Electrical & Process Engineering
Michael Hourihan	Head of Centre of Craft Studies
Michael J. O'Mahony	Head of Department of Process, Energy & Transport Engineering
Niall Smith	Head of Research
Noel Murray	Head of Department of Tourism & Hospitality
Pio Fenton	Head of Department of Marketing & International Business
Rose McGrath	Head of Department of Media Communications
Sean McSweeney	Head of Department of Computer Science
Sinéad Reen	Head of Department of Maritime Studies, NMCI
Tadhg Leane	Senior Lecturer SL3
Tim Horgan	Head of Faculty of Engineering & Science
Trish Brennan	Head of Department of Fine Art & Applied Art, CIT CCAD
Tom O'Connor	Head of Department of Applied Social Studies

#### SENIOR EXECUTIVE

Áine Ní Shé	Registrar & Vice President for Academic Affairs (Acting)
Michael Loftus	Vice President for External Affairs
Paul Gallagher	Vice President for Finance & Administration

#### EX-OFFICIO STAFF

Dan Collins	Academic Administration and Student Affairs Manager
Commander Darragh Kirwan	Associate Head of NMCI
Eva Juhl	Institutional Review Facilitator
Jean Ricken	Librarian
Jim Walsh	Student Ombudsman
Joe Connell	Curriculum Development Facilitator
Stephen Cassidy	Dean of Academic Quality Enhancement and Acting Dean of Graduate Studies
Teresa Murphy	MTU Project Office
Vacant	Head of Academic Affairs, School of Graduate Studies
Vacant	Head of Strategic Development

#### STUDENT REPRESENTATIVES

Aaron Buckley	President of CIT Students' Union (1 <sup>st</sup> Sept 2019 – 31 <sup>st</sup> May 2020)
Aisling O'Mahony	President of CIT Students' Union (1 <sup>st</sup> June 2020 – 31 <sup>st</sup> Dec 2020)
Aisling O'Mahony	Education Vice President of CIT Students' Union (1 <sup>st</sup> Sept 2019 – 31 <sup>st</sup> May 2020)
Nuttawud (Zack) Nuchanat	Education Vice President of CIT Students' Union (1 <sup>st</sup> June 2020– 31 <sup>st</sup> Dec 2020)
Nuttawud (Zack) Nuchanat	Undergraduate Student Representative (1 <sup>st</sup> Sept 2019 – 31 <sup>st</sup> May 2020)
Sebastian Beausang	Undergraduate Student Representative (1 <sup>st</sup> Oct 2019 – 31 <sup>st</sup> Dec 2020)
Shane Hegarty	Representative of CIT CCAD, CIT CSM and NMCI (1 <sup>st</sup> Oct 2019 – 31 <sup>st</sup> Dec 2020)
Alan Murphy	Postgraduate Student Representative

**ELECTED ACADEMIC STAFF****Faculty of Engineering & Science**

Alan McGibney	NIMBUS Research Centre
Ambrose Furey	Physical Sciences
Ann Toebe	Process, Energy & Transport Engineering
Anna-Maria Keaveney	Biological Sciences
Anne Rogers	Architecture
Catherine Frehill	Strategic Development
David Cadogan	Civil, Structural & Environmental Engineering
David Williams	CAPPA
Garrett O'Sullivan	Architecture
Helen O'Shea	Biological Sciences
Hugh McGlynn	MTU Project Director
Hugh O'Donnell	Mechanical, Biomedical & Manufacturing Engineering
Jeremiah McCarthy	Mathematics
John Creagh	Computer Science
Joseph Croke	Biological Sciences
Liam Lewis	CAPPA
Lorraine Howard	Mechanical, Biomedical & Manufacturing Engineering
Maretta Brennan	Mathematics
Mary Moloney	Civil, Structural & Environmental Engineering
Niamh Power	Civil, Structural & Environmental Engineering
Paul Keane	Mechanical, Biomedical & Manufacturing Engineering
Seán Lacey	Mathematics
Seán McSweeney	Computer Science
Susan Rea	NIMBUS Research Centre
Ted McKenna	Civil, Structural & Environmental Engineering
Ted Scully	Computer Science
Vincent Ryan	Computer Science
William Doherty	Physical Sciences

**Faculty of Business & Humanities**

Angela Wright	Organisation & Professional Development
Ann-Marie O'Donoghue	Organisation & Professional Development
Carmel Buttimer	Accounting & Information Systems
Catherine Murphy	Accounting & Information Systems
Christopher Mamo	Applied Social Studies
Colette Murphy	Marketing & International Business
Con Burns	Sport, Leisure & Childhood Studies
Conor Kelleher	Marketing & International Business
Edward Coughlan	Sport, Leisure & Childhood Studies
Gail Cotter Buckley	Tourism & Hospitality
George Murphy	Accounting & Information Business
Róisín Lane	Applied Social Studies
Sarah Culhane	Accounting & Information Systems



**CIT CSM**

Fiona Hickey  
Hugh McCarthy  
Karl Rooney  
Michael Joyce

Pop, Jazz, Trad, Voice & Theatre Studies  
Musicianship & Academic Studies  
Pop, Jazz, Trad, Voice & Theatre Studies  
Keyboard Studies

**CIT CCAD**

Albert Walsh  
Frank O'Donovan

Arts & Health Education  
Media Communications

**NMCI**

Dermot O'Reilly  
Jane O'Keefe  
Stephen Walsh

NMCI  
NMCI  
NMCI

## 3.2 Academic Council Executive Committee Membership

The composition of the Academic Council Executive Committee is:

1. The President (ex-officio)
2. The Registrar & Vice President for Academic Affairs (ex-officio)
3. The Chairpersons of the Academic Council Committees
4. Seven nominated members of the Academic Council, one of whom is a student representative

The functions of the Executive Committee are:

- To order the business of the Academic Council, including the channelling of all business items to and from the Academic Council and its Committees;
- To refer relevant matters to Committees of the Academic Council;
- To coordinate the work of the Committees of the Academic Council;
- To assist in the implementation of Academic Council decisions.

Meetings of the Academic Council Executive Committee

- Normally are held two weeks prior to and two weeks after the Academic Council meeting and at such other times deemed to be necessary;
- Quorate of at least half of the membership of the Executive Committee to be present;
- Chaired by the President or by the President's nominee from within the Executive Committee. In the absence of the President or President's nominee, an acting Chairperson shall be appointed from within the Executive Committee by the members present;
- Recorded by the Registrar & Vice President for Academic Affairs who shall act as Secretary of the Executive Committee. In the absence of the Registrar & Vice President for Academic Affairs, an acting Secretary shall be nominated from within the Executive Committee by the members present.

## 3.3 Academic Council Committees

The Academic Council approved the formation of the following committees:

### **ACADEMIC PLANNING & REVIEW COMMITTEE**

Dr Mary Moloney (Chairperson)

### **ADMISSIONS COMMITTEE**

Dr Joe Connell (Chairperson)

### **LEARNING RESOURCES COMMITTEE**

Ms Marese Bermingham (Chairperson)

### **REGULATIONS COMMITTEE**

Dr Maretta Brennan (Chairperson)

### **RESEARCH & DEVELOPMENT COMMITTEE**

Dr Seán Lacey (Chairperson)

### **STANDING ORDERS COMMITTEE**

Ms Eva Juhl (Chairperson)



CIT Cork School of Music



## 3.4 Academic Development

### External Reviews

On 28 – 29 October 2020, the National Maritime College of Ireland completed Phase 1 of the current Programmatic Review cycle. Over the two days of remote panel meetings, the Peer Review Group met with several groups of NMCI, CIT and Irish Naval Service senior management and staff, including Halpin Centre researchers, and NMCI students, graduates and external stakeholders. Due to ongoing Covid-19 restrictions, all meetings, including panel preparation, were held remotely via MS Teams. The review team chaired by Ms Sinead O’Sullivan, Director of Quality, University of Limerick consisted of national and international academics and professionals.

### New Programme Development

The Institute continued to develop and diversify its programme portfolio during the academic year. In the area of early years education, the Institute approved a new honours degree, Bachelor of Education (Honours) in Montessorri Education. In response to government funding initiatives, the Institute validated a new honours degree in Global Supply Chain Management, a Higher Certificate in Logistics in conjunction with TU Dublin as well as postgraduate taught programmes in Cybersecurity Management.

The academic portfolio of engineering programmes at Level 9 on the National Framework of Qualifications continues to grow. The two further engineering integrated masters programmes in Structural Engineering and Civil Engineering (Environment and Energy) were validated by the Institute. These programmes comprise 300 ECTS and require five years of study. Learners enroll in a Honours Bachelor of Engineering programme and may opt to transfer to the equivalent Masters programme after completing three years of study. These programmes are designed to meet the education standard for Chartered Engineer.

### Undergraduate Awards

Higher Certificate in Science in Logistics; Bachelor of Education (Honours) in Montessorri Education; Bachelor of Business (Honours) in Global Supply Chain Management; Bachelor of Business in Sport & Exercise Management; Bachelor of Business (Honours) in Sport & Exercise Management

### Postgraduate Awards

Master of Engineering in Structural Engineering; Master of Engineering in Civil Engineering (Environment & Energy); Postgraduate Diploma in Science in Cybersecurity Management; Master of Science in Cybersecurity Management

### Special Purpose Awards

Certificate in Process Data Analytics

### Academic Policies

During the year, arising from the Covid-19 pandemic, the Institute developed and/or amended a range of academic policies and procedures to support online and blended delivery of programmes. These included, inter alia, policies and procedures relating to Regulations for Programmes and Modules, Extenuating Circumstances and Appeals, Regulations for Postgraduate Students and new programme development.

### 3.5 Approved Courses – Full-Time that operated in 2019/20

#### **FACULTY OF ENGINEERING & SCIENCE**

##### **SCHOOL OF BUILDING & CIVIL ENGINEERING**

###### ***Department of Architecture***

###### **Level 7**

Bachelor of Science in Architectural Technology – Years 1, 2 & 3

Bachelor of Science in Interior Architecture – Years 1, 2 & 3

###### **Level 8**

Bachelor of Science (Hons) in Architecture – Years 1, 2, 3 & 4

Bachelor of Science (Hons) in Architectural Technology – Years 1, 2, 3 & 4

Bachelor of Science (Hons) in Interior Architecture – Years 1, 2, 3 & 4

###### ***Department of Civil, Structural & Environmental Engineering***

###### **Level 7**

Bachelor of Engineering in Civil Engineering – Years 1, 2 & 3

Bachelor of Engineering in Environmental Engineering – Year 1

###### **Level 8**

Bachelor of Engineering (Hons) in Structural Engineering – Years 1, 2, 3 & 4

Bachelor of Engineering (Hons) Common Entry Engineering – Year 1

###### **Level 9**

Master of Engineering (Research) – Year 5

Master of Engineering in Structural Engineering (Taught) – Year 5

###### **Level 10**

Doctor of Philosophy – Year 6

###### ***Department of Construction***

###### **Level 7**

Bachelor of Science in Construction – Years 1 & 2

Bachelor of Science in Construction Management – Year 3

Bachelor of Science in Quantity Surveying – Year 3

###### **Level 8**

Bachelor of Science (Hons) in Construction Management – Years 1, 2, 3 & 4

Bachelor of Science (Hons) in Quantity Surveying – Years 1, 2, 3 & 4

##### **SCHOOL OF MECHANICAL, ELECTRICAL & PROCESS ENGINEERING**

###### ***Department of Mechanical, Biomedical & Manufacturing Engineering***

###### **Level 7**

Bachelor of Engineering in Biomedical Engineering – Years 1, 2 & 3

Bachelor of Engineering in Mechanical Engineering – Years 1, 2 & 3

###### **Level 8**

Bachelor of Science (Hons) in Advanced Manufacturing Technology – Year 4

Bachelor of Engineering (Hons) in Biomedical Engineering – Years 1, 2, 3 & 4

Bachelor of Engineering (Hons) in Mechanical Engineering – Years 1, 2, 3 & 4

Bachelor of Science (Hons) in Process Plant Technology – Year 4

###### **Level 9**

Master of Engineering (Research) – Year 5

Master of Engineering in Mechanical Engineering (Taught) – Year 5

###### **Level 10**

Doctor of Philosophy – Year 6



**Department of Process, Energy and Transport Engineering****Level 7**

Bachelor of Science in Transport Management & Technology - Years 1, 2 and 3  
 Bachelor of Science in Engineering Services Management – Year 3

**Level 8**

Bachelor of Engineering (Hons) in Chemical & Biopharmaceutical Engineering - Years 1, 2, 3 and 4  
 Bachelor of Engineering (Hons) in Sustainable Energy Engineering - Years 1, 2, 3 and 4  
 Bachelor of Science (Hons) in Transport Management - Year 4

**Level 9**

Master of Engineering (Research) – Year 5

**Level 10**

Doctor of Philosophy - Year 6

**Department of Electrical & Electronic Engineering****Level 7**

Bachelor of Engineering in Electronic Engineering – Years 1, 2 & 3  
 Bachelor of Engineering in Electrical Engineering – Years 1, 2 & 3

**Level 8**

Bachelor of Engineering (Hons) in Electrical Engineering - Years 1, 2, 3 and 4  
 Bachelor of Engineering (Hons) in Electronic Engineering - Years 1, 2, 3 and 4

**Level 10**

Doctor of Philosophy – Year 6

**SCHOOL OF SCIENCE & INFORMATICS****Department of Biological Sciences****Level 7**

Bachelor of Science in Applied Biosciences & Biotechnology – Year 3  
 Bachelor of Science in Applied Biosciences – Years 1 & 2  
 Bachelor of Science in Food & Health Science – Year 3

**Level 8**

Bachelor of Science (Hons) in Biomedical Science - Years 1, 2, 3 and 4  
 Bachelor of Science (Hons) Common Entry - Years 1 and 2  
 Diploma (Special Purpose Award) in Clinical Laboratory Practice  
 Bachelor of Science (Hons) in Herbal Science - Years 3 and 4  
 Bachelor of Science (Hons) in Nutrition & Health Science - Years 1, 2, 3 and 4  
 Bachelor of Science (Hons) in Pharmaceutical Biotechnology - Years 1, 2, 3 and 4  
 Bachelor of Science (Hons) in Agri-Biosciences – Years 1, 3 and 4

**Level 9**

Master of Science (Research) – Year 5

**Level 10**

Doctor of Philosophy – Year 6

**Department of Computer Science****Level 7**

Bachelor of Science in Computing - Years 1, 2 and 3  
 Bachelor of Science in Information Technology - Years 1, 2 and 3

**Level 8**

Bachelor of Science (Hons) in IT Management - Years 1, 2, 3 and 4  
 Bachelor of Science (Hons) in Software Development - Years 1, 2, 3 and 4  
 Bachelor of Science (Hons) in Software Development & Computer Networking - Years 1, 2, 3 and 4  
 Bachelor of Science (Hons) in Web Development - Years 3 and 4  
 Higher Diploma in Science in Cloud & Mobile Software Development – Year 5  
 Higher Diploma in Science in Cloud Computing – Year 5

**Level 9**

Master of Science (Research) - Year 5  
 Master of Science in Information Security (Taught) - Year 5  
 Master of Science in Artificial Intelligence – Year 5

**Level 10**

Doctor of Philosophy – Year 6

**Department of Mathematics****Level 9**

Master of Science in Data Science and Analytics (Taught) – Year 5

**Department of Physical Sciences****Level 7**

Bachelor of Science in Analytical & Pharmaceutical Chemistry - Years 1, 2 and 3  
 Bachelor of Science in Applied Physics & Instrumentation - Years 1, 2 and 3

**Level 8**

Bachelor of Science (Hons) in Analytical Chemistry with Quality Assurance - Years 1, 2, 3 and 4  
 Bachelor of Science (Hons) in Applied Physics & Instrumentation - Year 4  
 Bachelor of Science (Hons) in Environmental Science & Sustainable Technology - Years 1, 2, 3 and 4  
 Bachelor of Science (Hons) in Instrument Engineering - Years 1, 2, 3 and 4  
 Bachelor of Science (Hons) in Industrial Physics – Years 1, 2 and 3  
 Bachelor of Science (Hons) in Physical Sciences (Common Entry) – Year 1

**Level 9**

Master of Science (Research) – Year 5

**Level 10**

Doctor of Philosophy – Year 6

**FACULTY OF BUSINESS & HUMANITIES****SCHOOL OF BUSINESS****Department of Accounting & Information Systems****Level 7**

Bachelor of Science in Agriculture - Years 1, 2 and 3  
 Bachelor of Science in Horticulture - Years 2 and 3

**Level 8**

Bachelor of Business (Hons) in Accounting - Years 1, 2, 3 and 4  
 Bachelor of Science (Hons) in Agriculture - Year 4  
 Bachelor of Science (Hons) in Horticulture - Year 4  
 Bachelor of Business (Hons) in Information Systems - Years 1, 2, 3 and 4

**Level 9**

Master of Business (Research) – Year 5

**Department of Management & Enterprise****Level 6**

Higher Certificate in Business in Business Studies - Year 2

**Level 7**

Bachelor of Business in Business Studies - Years 1, 2 and 3

**Level 8**

Bachelor of Business (Hons) in Business Studies - Year 4

**Level 10**

Doctor of Philosophy - Year 6

### ***Department of Marketing and International Business***

#### **Level 7**

Bachelor of Business in Marketing – Year 3

#### **Level 8**

Bachelor of Business (Hons) in International Business with Language – Years 1, 2, 3 and 4

Bachelor of Business (Hons) in Marketing – Years 1, 2, 3 and 4

#### **Level 9**

Master of Arts in Global Business Practice (Taught) – Year 5

Master of Business (Research) – Year 5

Master of Science in Marketing Practice (Taught) – Year 5

Master of Science in International Business (Taught) – Year 5

#### **Level 10**

Doctor of Philosophy – Year 6

### ***Department of Organisation & Professional Development***

#### **Level 7**

Bachelor of Business in Business Administration – Years 1, 2, 3

#### **Level 8**

Bachelor of Business (Hons) in Business Administration – Year 4

#### **Level 9**

Master of Arts in Human Resource Management – Year 5

## **SCHOOL OF HUMANITIES**

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

#### **Level 7**

Bachelor of Arts in Community Development - Years 1, 2 and 3

Bachelor of Arts in Social Care - Years 1, 2 and 3

#### **Level 8**

Bachelor of Arts (Hons) in Social Care - Year 4

#### **Level 9**

Master of Arts (Research) – Year 5

### ***Department of Sport, Leisure & Childhood Studies***

#### **Level 7**

Bachelor of Business in Recreation & Leisure Management - Years 1, 2 and 3

Bachelor of Arts in Early Childhood Education and Care – Years 1, 2 and 3

#### **Level 8**

Bachelor of Arts (Hons) in Early Years Education - Year 4

Bachelor of Arts (Hons) in Montessori - Years 3 and 4

Bachelor of Business (Hons) in Sport & Exercise - Year 4

#### **Level 9**

Master of Arts (Research) - Year 5

Master of Science (Research) - Year 5

### ***Department of Tourism and Hospitality Studies***

#### **Level 6**

Higher Certificate in Arts in Culinary Studies – Years 1 & 2

Higher Certificate in Arts in Hospitality Studies – Years 1 & 2

#### **Level 7**

Bachelor of Business in Bar Management - Years 1, 2 and 3

Bachelor of Business in Culinary Arts - Years 1, 2 and 3

Bachelor of Business in Hospitality Management - Years 1, 2 and 3

Bachelor of Business in Tourism - Years 1, 2 and 3

**Level 8**

Bachelor of Business (Hons) in Hospitality Management - Year 4  
 Bachelor of Business (Hons) in Tourism - Years 1, 2, 3 and 4  
 Bachelor of Business (Hons) in Culinary – Food Entrepreneurship – Year 4

**NMCI****Level 7**

Bachelor of Arts in Leadership, Management and Naval Studies – Year 3  
 Bachelor of Engineering in Marine Electrotechnology - Years 1, 2 and 3  
 Bachelor of Engineering in Marine Engineering - Years 1, 2 and 3  
 Bachelor of Science in Nautical Science - Years 1, 2 and 3  
 Certificate (Special Purpose Award) in Nautical Studies

**Level 8**

Bachelor of Science (Hons) in Nautical Science - Year 4  
 Certificate (Special Purpose Award) in Nautical Science

**CIT CSM****Level 8**

Bachelor of Arts (Hons) in Popular Music - Years 1, 2, 3 and 4  
 Bachelor of Arts (Hons) in Theatre and Drama Studies - Years 1, 2, 3 and 4  
 Bachelor of Music (Hons) - Years 1, 2, 3 and 4  
 Bachelor of Arts (Hons) in Musical Theatre – Year 1

**Level 9**

Master of Arts in Music (Taught) - Year 5  
 Master of Arts in Music (Research) - Year 5  
 Master of Arts in Music & Technology - Year 5  
 Master of Science in Music & Technology - Year 5

**CIT CCAD (FINE ART AND APPLIED ART)****Level 8**

Bachelor of Arts (Hons) in Contemporary Applied Art (Ceramics, Glass, Textiles) - Years 1, 2, 3 and 4  
 Bachelor of Arts (Hons) in Fine Art - Years 1, 2, 3 and 4  
 Bachelor of Arts (Hons) in Photography with New Media – Year 1

**Level 9**

Master of Arts in Art & Process (Taught) - Year 5  
 Master of Arts (Research) – Year 5

***Department of Arts in Health & Education*****Level 9**

Professional Master of Education in Art & Design – Years 5 and 6  
 Master of Arts in Art Therapy – Year 5

***Department of Media Communications*****Level 8**

Bachelor of Arts (Hons) in Multimedia – Years 1, 2, 3 & 4  
 Bachelor of Arts (Hons) in Visual Communications – Years 1, 2, 3 & 4

**Level 9**

Master of Arts (Taught) - Year 5  
 Master of Arts in Public Relations with New Media - Year 5

***Teaching & Learning Unit*****Level 9**

Master of Arts in Teaching and Learning in Higher Education – Year 5

### 3.6 Craft Approved Courses

#### FACULTY OF ENGINEERING & SCIENCE

##### *Centre of Craft Studies*

National Craft Certificate – Construction Plant Fitting  
 National Craft Certificate – Electrical  
 National Craft Certificate – Fitting & Turning  
 National Craft Certificate – Motor Mechanics  
 National Craft Certificate – Pipefitting  
 National Craft Certificate – Plastering  
 National Craft Certificate – Plumbing  
 National Craft Certificate – Refrigeration  
 National Craft Certificate – Welding & Fabrication  
 National Craft Certificate – Carpentry & Joinery

### 3.7 Approved Courses – Part-Time that operated in 2019/20

#### FACULTY OF ENGINEERING & SCIENCE

##### SCHOOL OF BUILDING & CIVIL ENGINEERING

##### *Department of Civil, Structural & Environmental Engineering*

###### **Level 7**

Bachelor of Engineering in Civil Engineering - Year 3  
 Bachelor of Engineering in Environmental Engineering – Year 3  
 Certificate (Special Purpose Award) in Building Information Modelling

###### **Level 8**

Single Subject Certificate (Special Purpose Award) in Building Regulatory Engineering  
 Single Subject Certification (Special Purpose Award) in Civil Engineering Modules  
 Bachelor of Science (Hons) in Building Information Modelling and Management – Year 4

###### **Level 9**

Master of Engineering in Civil Engineering (Environment & Energy) (Taught) – Year 5  
 Master of Engineering in Structural Engineering (Taught) – Year 5

##### SCHOOL OF MECHANICAL, ELECTRICAL & PROCESS ENGINEERING

##### *Department of Mechanical, Biomedical & Manufacturing Engineering*

###### **Level 6**

Certificate (Special Purpose Award) 3D CAD and Solid Modelling  
 Certificate (Special Purpose Award) in Mechanical Science  
 Certificate (Special Purpose Award) Lean Sigma Yellow Belt for Operations and Services  
 Society of Manufacturing Engineers Certificate Certified Manufacturing Engineer  
 Higher Certificate in Engineering (Apprenticeship) Manufacturing Engineering – Years 1 and 2

###### **Level 7**

Bachelor of Engineering (Apprenticeship) in Manufacturing Engineering – Years 1, 2 and 3  
 Bachelor of Engineering in Mechanical Engineering - Year 3  
 Certificate (Special Purpose Award) in Automation and Control Systems  
 Certificate (Special Purpose Award) in Biomedical Device Manufacture  
 Certificate (Special Purpose Award) Lean Sigma Green Belt  
 Single Subject Certificate (Special Purpose Award)

###### **Level 8**

Bachelor of Science (Hons) in Advanced Manufacturing Technology - Year 4  
 Bachelor of Science (Hons) in Process Plant Technology - Year 4  
 Certificate (Special Purpose Award) in Project Management  
 Certificate (Special Purpose Award) Lean Sigma Black Belt



**Level 9**

Master of Engineering in Mechanical Engineering (Taught) – Year 5  
 Certificate (Special Purpose Award) Intelligent Manufacturing Systems  
 Certificate (Special Purpose Award) Lean Sigma Master Black Belt

**Department of Process, Energy & Transport Engineering****Level 6**

Certificate (Special Purpose Award) in Biotechnological Manufacturing Operations  
 Certificate (Special Purpose Award) in Cleanroom Manufacturing Practices  
 Higher Certificate in Science (Apprenticeship) in Logistics

**Level 7**

Bachelor of Science in Good Manufacturing Practice & Technology - Year 3  
 Certificate (Special Purpose Award) in Biopharmaceutical Processing  
 Certificate (Special Purpose Award) in Brewing and Distilling Operations  
 Single Subject Certification (Special Purpose Award) in Validation Science

**Level 8**

Certificate (Special Purpose Award) in Chemical Process Safety

**Department of Electrical & Electronic Engineering****Level 7**

Bachelor of Engineering in Electronic Engineering - Year 1

**Level 8**

Bachelor of Engineering (Hons) in Electrical Engineering - Year 4  
 Bachelor of Engineering (Hons) in Electronic Engineering - Year 4

**Level 9**

Master of Engineering (Research) – Year 5

**Level 10**

Doctor of Philosophy - Year 6

**Centre of Craft Studies****Level 7**

Single Subject Certificate (Special Purpose Award) Craft Studies Modules

**SCHOOL OF SCIENCE & INFORMATICS****Department of Biological Sciences****Level 9**

Master of Science (Research) - Year 5

**Level 10**

Doctor of Philosophy – Year 6

**Department of Computer Science****Level 6**

Higher Certificate in Science in Computing - Years 1 and 2  
 CISCO Certified Network Associate (CCNA)

**Level 7**

Bachelor of Science in Computing – Year 3  
 Bachelor of Science in Information Technology – Year 3

**Level 8**

Higher Diploma in Science in Cloud Computing

**Level 9**

Master of Science in Software Architecture and Design (Taught) – Year 5  
 Master of Science in Artificial Intelligence (Taught) – Year 5  
 Master of Science in Cloud Computing (Taught) – Year 5  
 Postgraduate Diploma in Science in Information Design & Development  
 Postgraduate Diploma in Science in Information Security  
 Master of Science in Information Development (Taught) – Year 5  
 Master of Science in Information Security (Taught) – Year 5

Single Subject Certificate (Special Purpose Award) in Computing Modules  
 Master of Science in Research – Year 5

**Level 10**

Doctor of Philosophy - Year 6

**Department of Mathematics**

**Level 8**

Higher Diploma in Science in Data Science & Analytics

**Level 9**

Master of Science in Research – Year 5

**Department of Physical Sciences**

**Level 6**

Certificate (Special Purpose Award) in Quality Assurance

Higher Certificate in Science in Industrial Measurement & Control – Years 1 and 2

**Level 7**

Bachelor of Science in Applied Physics & Instrumentation - Year 3

Excellence Ireland Diploma Quality Management 1 and 2

**Level 8**

Bachelor of Science (Hons) in Applied Physics and Instrumentation - Year 4

Bachelor of Science (Hons) in Instrument Engineering - Year 4

Certificate (Special Purpose Award) in Advanced Industrial Automation

**Level 10**

Doctor of Philosophy – Year 6

**Department of Nautical Studies (NMCI)**

**Level 7**

Bachelor of Business in Supply Chain & Transport Management – Year 3

**Level 8**

Bachelor of Science (Hons) in Nautical Science - Year 4

**Professional Training**

Certificate of Competency Marine Engineering- Second Engineer Officer/Chief Engineer Officer

Master Deck Refresher Course (Special Purpose Award) Deck Refresher Course

**FACULTY OF BUSINESS & HUMANITIES**

**SCHOOL OF BUSINESS**

**Department of Accounting & Information Systems**

**Level 8**

Bachelor of Business (Hons) in Accounting - Years 3 and 4

Certificate (Special Purpose Award) in Designing Innovative Services

**Level 9**

Master of Business (Research) – Year 5

**Department of Management & Enterprise**

**Level 6**

Higher Certificate in Business in Business Studies - Years 1 and 2

**Level 7**

Bachelor of Business in Management - Years 2 and 3

Bachelor of Business in Business Studies – Years 1 and 2

**Level 8**

Higher Certificate in Business in Business Studies - Years 1 and 2

**Level 10**

Doctor of Philosophy - Year 6

### **Department of Marketing & International Business**

#### **Level 8**

Certificate (Special Purpose Award) in Digital Marketing  
Higher Diploma in Business Sales Management  
Bachelor of Arts (Hons) in International Business & Aviation – Year 4  
Certificate (Special Purpose Award) in Sales Strategy & Techniques

#### **Level 9**

Master of Science in Digital Marketing Strategy (Taught) – Year 5  
Master of Science in International Business (Taught) – Year 5  
Master of Science in Marketing Practice (Taught) – Year 5

### **Department of Organisation & Professional Development**

#### **Level 6**

Certificate (Special Purpose Award) in Introductory Book-Keeping and Accounting – Year 1  
CIMA Certificate Business Accounting  
Accounting Technician Accounting and Information Skills - Years 1 and 2

#### **Level 7**

Bachelor of Arts in Human Resource Management - Years 1, 2 and 3  
Bachelor of Business in Business Administration – Year 2

#### **Level 8**

Bachelor of Arts (Hons) in Human Resource Management - Year 4  
Certificate (Special Purpose Award) Leadership Development  
Certified Public Accountant Certified Public Accountants - Years 2, 3 and 4

#### **Level 9**

Master of Arts in Human Resource Management (Taught) - Year 5  
Master of Business (Research) – Year 6  
Master of Business Administration Strategy (Taught) – Year 5

## **SCHOOL OF HUMANITIES**

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

#### **Level 6**

Certificate (Special Purpose Award) in Counselling Skills  
Higher Certificate in Arts in Counselling Skills - Year 2

#### **Level 7**

Bachelor of Arts in Social Care – Year 2

#### **Level 8**

Bachelor of Arts (Hons) in Counselling & Psychotherapy - Years 3 and 4

#### **Level 9**

Master of Arts in Play Therapy (Taught) - Year 5

### **Department of Tourism & Hospitality Studies**

#### **Level 6**

Certificate (Special Purpose Award) in Culinary Skills  
Certificate (Special Purpose Award) in Retail Food Operations  
Single Subject Certification (Special Purpose Award) in Tourism Modules

#### **Level 7**

Single Subject Certification (Special Purpose Award) in Tourism Modules  
Bachelor of Arts (Apprenticeship) Culinary Arts – Years 1, 2 and 3

#### **Level 8**

Single Subject Certification (Special Purpose Award) in Tourism Modules  
Bachelor of Arts (Apprenticeship) Culinary Arts – Year 4

### **Department of Fine Art and Applied Art**

#### **Level 6**

Single Subject Certification (Special Purpose Award) Arts Modules

#### **Level 7**

Single Subject Certification (Special Purpose Award) in Arts Modules

**Level 8**

Bachelor of Arts (Hons) in Contemporary Applied Art (Ceramics, Glass, Textiles) – Year 3  
 Certificate (Special Purpose Award) in Fine Art Textiles  
 Single Subject Certification (Special Purpose Award) Arts Modules

**Level 9**

Master of Arts in Art & Process (Taught) – Year 5  
 Master of Arts in Art Therapy (Taught) – Year 5

**Department of Arts in Health and Education****Level 8**

Certificate (Special Purpose Award) in Principles & Theory of Art Therapy  
 Certificate (Special Purpose Award) in Group Arts Facilitation

**Level 9**

Certificate (Special Purpose Award) in Creativity and Change

**Department of Media Communications****Level 8**

Certificate (Special Purpose Award) in Digital Media Design & Development  
 Certificate (Special Purpose Award) in TV Production

**Level 9**

Master of Arts (Taught) – Year 5  
 Master of Arts in Public Relations with New Media (Taught) – Year 5

**CIT CSM****Part-Time**

Piano	Recorder	Speech Theory
Organ	Flute	Drama
Harpsichord	Oboe	Wind Ensemble
Chamber Music	Clarinet	Concert Band
Piano Ensemble	Bassoon	Jazz Big Band
Jazz Piano	Saxophone	Junior Bands
Organ Keyboard Skills	Horn	Percussion Ensemble
Violin	Trumpet	Technique C
Suzuki Violin	Trombone	Café Flute Ensemble
Viola	Euphonium/Tuba	Horn Ensemble
Cello	Percussion	Irish Trad Band
Double Bass	Flute/Band Ensemble	Vocal Support Studies
Orchestra	Youth Music Project	Musicianship
Guitar	Singing	Choir
Junior Guitar Ensemble	Opera Studio	
Harp	Speech (Individual)	

**Level 8**

Bachelor of Arts (Hons) in Music – Year 2

**Level 9**

Master of Arts in Music & Technology (Taught) - Year 5  
 Master of Arts in Music (Taught) - Year 5

**TEACHING & LEARNING UNIT**

Master of Arts in Teaching & Learning in Higher Education (Taught) – Year 5  
 Single Subject Certification (Special Purpose Award) Teaching & Learning Modules Level 9 – Year 5

## 3.8 Validating Authorities

### Quality & Qualifications Ireland

On 6 November 2012, Quality and Qualifications Ireland (QQI) was established as a new integrated agency (replacing the Further Education and Training Awards Council, the Higher Education and Training Awards Council and the National Qualifications Authority of Ireland and incorporating the functions of the Irish Universities Quality Board).

QQI is responsible for the external quality assurance of further and higher education and training (including English language provision) and validates programmes and makes awards for certain providers in these sectors.

### Professional Bodies

Many professional bodies in engineering, business and science offer their own examinations leading to professional membership and the standard of their final examinations is usually that of honours degree. In addition, holders of Higher Certificates, Ordinary Bachelor Degrees, and Honours Degrees may be exempt from appropriate levels of examination of relevant professional bodies following accreditation of the relevant courses by the professional bodies.

The following is a list of professional bodies who accredit or recognise programmes of study in CIT

- 1 Academy of Clinical Science and Laboratory Medicine (ACSLM)
- 2 Accounting Technicians of Ireland (ATI)
- 3 Association of Chartered Certified Accountants (ACCA)
- 4 Chartered Accountants Ireland
- 5 Chartered Institute of Building (CIOB)
- 6 Chartered Institute of Logistics and Transport
- 7 Chartered Institute of Management Accountants (CIMA)
- 8 Chartered Institute of Personnel and Development (CIPD)
- 9 Chartered Institution of Building Services Engineers
- 10 City & Guilds of London Institute
- 11 Crafts Council of Ireland
- 12 Energy Institute
- 13 Engineers Ireland
- 14 European Council of Interior Architects
- 15 Institute of Biomedical Sciences (UK)
- 16 Institute of Certified Public Accountants in Ireland (ICPAI)
- 17 Institute of Chemistry of Ireland
- 18 Institute of Designers of Ireland (IDI)
- 19 Institute of Physics
- 20 Institution of Chemical Engineers (ICHEME)
- 21 Institution of Structural Engineers
- 22 Irish Association of Creative Arts Therapists (IACAT)
- 23 Irish Hospitality Institute
- 24 Marine Survey Office (MSO) of the Irish Department of Transport, Tourism and Sport
- 25 Marketing Institute
- 26 Public Relations Institute of Ireland (PRII)
- 27 Royal Institute of the Architects of Ireland (RIAI)
- 28 Royal Society of Chemistry
- 29 Society of Chartered Surveyors Ireland (SCSI)
- 30 Teaching Council
- 31 Visual Artists Ireland



## Government of Ireland - Department of Education & Skills

### Apprentices

The Institute offers courses at Phase 4 and Phase 6 levels during apprenticeship. Success at the examinations leads to the award of the Advanced Certificate awarded by QQI.

These courses are provided in the areas of Welding & Metal Fabrication, Building, Automobile Engineering, Mechanical Engineering, Electrical Engineering, and Refrigeration.

### Further Education

The Institute through the Department of Tourism and Hospitality provides programmes in Professional Cookery on a full time and day-release basis. The programmes are awarded the Advanced Certificate in Professional Cookery at Level 6 on the National Framework of Qualifications.

## 3.9 External Examiners

### ***FACULTY OF BUSINESS & HUMANITIES***

#### **SCHOOL OF BUSINESS**

##### **Department of Accounting & Information Systems**

Ms Angela Short

- Bachelor of Business
- Bachelor of Business (Hons) in Accounting
- Bachelor of Business (Hons) in Information Systems
- Bachelor of Business (Hons) in Marketing
- Bachelor of Business in Business Administration
- Bachelor of Business in Marketing
- Bachelor of Science in Agriculture
- Bachelor of Science in Horticulture
- Diploma in International Business & Culture
- Higher Certificate in Science in Agriculture

Ms Angela Hamouda

- Higher Certificate in Business
- Bachelor of Business
- Bachelor of Business (Hons)
- Bachelor of Business in Marketing
- Bachelor of Business (Hons) in Accounting
- Bachelor of Business (Hons) in International Business with Languages
- Bachelor of Business in Business Administration
- Bachelor of Business (Hons) in Business Administration
- Bachelor of Business (Hons) in Information Systems
- Master of Business Studies
- Master of Arts in Global Practice
- Certificate in Enterprise Development

Ms Anne Tynan

- Bachelor of Business in Accounting
- Bachelor of Business (Hons) In Accounting
- Bachelor of Business (Hons) in Business

Dr Barry Nevin

- Module List - (See File) - Module list forwarded to Examinations

Dr Blath McGeough

- Bachelor of Business in Management
- Higher Certificate in Business
- Bachelor of Business
- Bachelor of Business (Hons) in Marketing
- Masters of Arts in Human Resource Management
- Master of Business Studies

- Bachelor of Business (Hons) in International Business with Languages
- Bachelor of Business in Marketing
- Bachelor of Business in Business Administration
- Masters of Business Administration
- Master of Business Administration in Strategy

Mr Brendan McEnery

- Bachelor of Business (Hons) in International Business with Language

Dr Bríd Murphy

- Bachelor of Business
- Bachelor of Business (Hons) in Accounting

Dr Catherine Spencer

- German Modules

Dr Christine Cross

- Master of Business
- Masters of Arts in Human Resource Management
- Master of Business Administration (Strategy)

Dr Claire Buckley

- Italian Module (Lang6003)

Dr Daire Hooper

- Bachelor of Business (Hons) in Marketing
- Bachelor of Business (Hons) in International Business with Languages
- Bachelor of Business in Marketing
- Master of Science in International Business
- Master of Science in Marketing Practice
- Bachelor of Business (Hons)
- Bachelor of Business in Management

Mr Darrin Taylor

- Master of Arts in Global Business Practice
- Higher Diploma in Business in Sales and Management
- Master of Science in International Business
- Bachelor of Business (Hons) in Marketing
- Bachelor of Business (Hons) in International Business with Languages
- Certificate in Leadership Development
- Bachelor of Business

Dr Deirdre Fleming

- Bachelor of Business (Hons) in Marketing
- Bachelor of Business (Hons) in International Business with Languages
- Bachelor of Business in Marketing
- Master of Science in International Business
- Master of Science in Marketing Practice
- Bachelor of Business (Hons)
- Bachelor of Business in Management

Dr Denis Dennehy

- Certificate in Designing Innovative Services
- Bachelor of Business (Hons) in Information Systems
- Bachelor of Business (Hons) in Accounting
- Bachelor of Business
- Bachelor of Business in Business Administration

Dr Edward O'Connor

- Master of Arts in Human Resource Management

Ms Emma Dillane

- Bachelor of Business in Administration
- Bachelor of Business in Business Management
- Bachelor of Business in Management (AE)
- Bachelor of Science in Craft Technology (Wood) with Business
- Bachelor of Business in Accounting (ACCS)
- Bachelor of Business (Hons) in Accounting

Mr Eoghan Sadlier

- Bachelor of Business in Business Administration

Dr Etain Kidney

- Bachelor of Business (Hons) in Marketing
- Master of Science in Marketing Practice
- Bachelor of Business in Marketing
- Bachelor of Business in Business Administration

Dr Francis McGeough

- Bachelor of Business in Accounting
- Bachelor of Business (Hons) in Accounting
- Bachelor of Business in Business Administration
- Bachelor of Business (Hons) in Information Systems
- Bachelor of Business (Hons)
- Bachelor of Arts (Hons) in Human Resource Management
- Bachelor of Science in Automotive Technology and Management
- Bachelor of Science in Craft Technology with Business
- Certificate in Entrepreneurship & Business
- Master of Business Studies
- Master of Business Enterprise and Innovation

Dr Gabriela Gliga

- Module List - (See File)

Dr Gary Sinclair

- Bachelor of Business
- Bachelor of Business in Marketing
- Bachelor of Business (Hons) in Marketing
- Master in Science in International Business
- Master in Science in Marketing Practice
- Master in Science in Digital Marketing Strategy
- Bachelor of Business (Hons) in International Business with Aviation Studies
- Bachelor of Business (Hons) in International Business with Language

Dr Gerard Corkery

- Bachelor of Science in Agriculture
- Bachelor of Science in Agriculture (Hons)
- Bachelor of Science in Horticulture
- Bachelor of Science (Hons) In Horticulture

Dr Gillian Moran

- Bachelor of Business
- Bachelor of Business in Marketing
- Bachelor of Business (Hons) in Marketing
- Master in Science in International Business
- Master in Science in Marketing Practice

Dr Jenny Munnelly

- Bachelor of Business (Hons) in Business Information Systems
- Bachelor of Business in Business Administration
- Bachelor of Business (Hons) in Business Administration

Dr Johanna Clancy

- Bachelor of Business in Management
- Higher Certificate in Business

- Bachelor of Business
- Bachelor of Business (Hons)
- Bachelor of Business in Marketing
- Bachelor of Business (Hons) in Accounting
- Bachelor of Business (Hons) in International Business with Languages
- Bachelor of Business (Hons) in Sport and Exercise
- Bachelor of Business in Business Administration
- Bachelor of Business (Hons) in Business Administration
- Higher Certificate in Hospitality Studies
- Bachelor of Business (Hons) in Information Systems
- Bachelor of Business (Hons) in Accounting
- Bachelor of Business (Hons) In Marketing

Mr John Nolan

- Bachelor of Business (Hons) in Accounting

Dr Julie Bertz

- Bachelor of Business (Hons) in Business Information Systems
- Bachelor of Business in Marketing

Dr Julius Nyih Nyiawung

- Bachelor of Arts in Human Resource Management
- Bachelor of Arts (Hons) in Human Resource Management
- Master of Arts in Human Resource Management

Dr Karen Neville

- Bachelor of Business (Hons) in Accounting
- Bachelor of Business Studies
- Bachelor of Business in Administration
- Bachelor of Business in Information Systems

Dr Kenneth McKenzie

- Master of Arts in Human Resource Management

Mr Kevin McDonagh

- Bachelor of Science in Agriculture
- Bachelor of Science (Hons) in Agriculture

Dr Mary Kinahan

- Bachelor of Business
- Bachelor of Business in Management
- Bachelor of Business (Hons) in Accounting
- Bachelor of Arts (Hons) in Human Resource Management

Mr Michael Hagan

- Bachelor of Science in Horticulture
- Bachelor of Science (Hons) in Horticulture

Dr Mick Rock

- Bachelor of Business in Business Administration
- Bachelor of Arts in Human Resource Management
- Bachelor of Arts (Hons) in Human Resource Management
- Master of Arts in Human Resource Management

Mr Owen Ross

- Bachelor of Arts in Human Resource Management
- Bachelor of Arts (Hons) in Human Resource Management
- Master of Arts in Human Resource Management

Mr Patrick Raftery

- Bachelor of Arts (Hons) in International Business with Aviation Studies

Dr Patricia Martyn

- Bachelor of Business (Hons) in Information Systems
- Bachelor of Business (Hons) In Marketing

Mr Patrick Ryan

- Higher Certificate in Business
- Bachelor of Business
- Bachelor of Business (Hons)
- Bachelor of Business in Management
- Bachelor of Business in Marketing
- Bachelor of Business (Hons) in Accounting
- Bachelor of Business (Hons) in International Business with Languages
- Bachelor of Business in Business Administration
- Bachelor of Business (Hons) in Information Systems
- Bachelor of Business in Recreation and Leisure Management
- Master of Science in International Business

Dr Roisin Lyons

- Higher Certificate in Business
- Bachelor of Business
- Bachelor of Business (Hons)
- Bachelor of Business in Marketing
- Bachelor of Business (Hons) in Accounting
- Bachelor of Business (Hons) in International Business with Languages
- Bachelor of Business in Business Administration
- Bachelor of Business (Hons) in Business Administration
- Bachelor of Business (Hons) in Information Systems
- Master of Business Administration
- Master of Arts in Global Business Practice
- Master of Science in International Business
- Bachelor of Science in Agriculture
- Bachelor of Science (Hons) in Agriculture

Mr Sean O'Reilly

- Bachelor of Business in Accounting
- Bachelor of Business (Hons) in Accounting
- Bachelor of Business
- Bachelor of Business (Hons) in Business Administration
- Certificate in Capital Markets
- Bachelor of Business in Recreation and Leisure Management
- Bachelor of Arts (Hons) in International Business with Aviation Studies

Dr Seana Ryan

- Bachelor of Business (Hons) in Business
- Bachelor of Business (Hons) in Marketing

Ms Sharon McGreevy

- Bachelor of Business
- Bachelor of Business (Hons)
- Bachelor of Arts in Human Resource Management
- Bachelor of Business in Management
- Bachelor of Business (Hons) in Accounting

Dr Susan Leahy

- Bachelor of Business in Accounting
- Bachelor of Business (Hons) in Accounting
- Bachelor of Business in Agriculture
- Bachelor of Business in Administration
- Higher Certificate in Business Studies
- Higher Certificate in Business Studies (EOD)
- Bachelor of Business in Business Studies
- Bachelor of Business in Horticulture
- Bachelor of Business in Human Resource Management
- Bachelor of Business (Hons) in International Business with Aviation Studies
- Bachelor of Business in Management
- Bachelor of Business (Hons) in Marketing
- Bachelor of Business (Hons) in International Business with Language



Ms Tara Clarke

- Bachelor of Business in Management
- Higher Certificate in Business
- Bachelor of Business
- Bachelor of Business in Marketing
- Bachelor of Business (Hons) in Marketing
- Bachelor of Business in Business Administration
- Bachelor of Business (Hons) in Business Administration
- Bachelor of Business (Hons) in International Business with Languages
- Bachelor of Science in Craft Technology (Wood) with Business
- Bachelor of Science in Craft Technology - Mechanical Services
- Bachelor of Business (Hons) in Accounting
- Bachelor of Arts in Human Resource Management
- Bachelor of Arts (Hons) in International Business with Aviation Studies
- Bachelor of Business (Hons) in Information Systems

Dr Tara Frawley

- Module List - (See File)

Dr Teresa Hurley

- Bachelor of Arts in Human Resource Management
- Bachelor of Arts (Hons) in Human Resource Management
- Master of Arts in Human Resource Management

## SCHOOL OF HUMANITIES

Dr Aisling Parkes

- Bachelor of Business in Recreation and Leisure Management
- Bachelor of Arts in Early Childhood Education & Care
- Bachelor of Arts (Hons) in Early Childhood Education & Care

Ms Angela Scollan

- Bachelor of Arts in Early Childhood Care & Education
- Bachelor of Arts (Hons) in Early Childhood Care & Education

Dr Brian Carson

- Bachelor of Business in Recreation and Leisure Management
- Bachelor of Business (Hons) in Sport & Exercise

Ms Cathy Daly

- Master of Arts in Play Therapy
- Diploma in Play Therapy

Ms Cathy Jones

- Bachelor of Arts in Social Care
- Bachelor of Art (Hons) in Social Care

Ms Catriona Delaney

- Bachelor of Business in Hospitality Management
- Bachelor of Business (Hons) in Hospitality Management

Ms Denise Mac Giolla Rí

- Bachelor of Arts in Social Care

Dr Elizabeth Kiely

- Bachelor of Arts in Social Care
- Bachelor of Arts (Hons) in Social Care

Dr Eluska Fernandez

- Bachelor of Arts in Social Care Work
- Bachelor of Arts (Hons) in Social Care Work

Ms Eva Fitzgerald

- Masters in Play Therapy
- PostGraduate Diploma in Play Therapy

Ms Finola Twomey

- Bachelor of Business in Tourism Management
- Bachelor of Business (Hons) in Tourism Management

Ms Frances McGettigan

- Bachelor of Business in Tourism Management
- Bachelor of Business (Hons) in Tourism Management

Dr Heward Wilkinson

- Higher Certificate in Counselling Skills
- Certificate in Counselling Skills

Ms Ita Holton

- Bachelor of Business in Culinary Arts
- Bachelor of Business (Hons) in Culinary Arts
- Bachelor of Business (Hons) in Tourism Management
- Bachelor of Business in Tourism Management

Mr James McCauley

- Bachelor of Business in Beverage Industry Management
- Higher Certificate in Arts in Culinary Studies

Dr Jennifer Pope

- Bachelor of Arts (Hons) in Montessori Education

Mr Jim O'Meara

- Bachelor of Business in Culinary Arts
- Bachelor of Business (Hons) in Culinary Entrepreneurship

Mr John S. Byrne

- Bachelor of Arts in Social Care
- Bachelor of Arts (Hons) in Social Care

Dr John McNamara

- Bachelor of Arts in Social Care
- Bachelor of Arts (Hons) in Social Care

Mr John Carty

- Bachelor of Business in Hospitality Management

Dr John Considine

- Bachelor of Business in Recreation and Leisure Management
- Bachelor of Business (Hons) in Sport & Exercise Management

Mr John Killeen

- Higher Certificate in Arts in Culinary Studies
- Bachelor of Arts (Hons) in Culinary Arts - Sous Chef Apprenticeship
- Bachelor of Arts in Culinary Arts

Mr Keith O'Sullivan

- Bachelor of Business in Beverage Industry Management

Ms Linda McKernan

- Bachelor of Arts in Community Development
- Bachelor of Arts (Hons) in Community Development

Ms Lisa O'Rourke Scott

- Bachelor of Arts in Social Care
- Bachelor of Arts (Hons) in Social Care

Ms Marlene McCormack

- Bachelor of Arts in Early Childhood Education & Care
- Bachelor of Arts (Hons) in Early Childhood Education & Care

Dr Margaret Curtin

- Bachelor of Arts in Community Development
- Bachelor of Arts (Hons) in Community Development

Dr Maria Dempsey

- Bachelor of Arts in Social Care
- Bachelor of Arts (Hons) in Social Care

Ms Mary O'Sullivan

- Bachelor of Arts in Social Care Work

Dr Maura Cunneen

- Bachelor of Arts in Early Childhood Education & Care
- Bachelor of Arts (Hons) in Early Years Education

Mr Michael Tobin

- Bachelor of Arts in Social Care
- Bachelor of Arts (Hons) in Social Care

Mr Michael O'Connor

- Bachelor of Arts (Hons) in Montessori Education
- Bachelor of Education (Hons) in Montessori Education

Ms Oonagh Roantree

- One Year Certificate in Counselling Skills
- Higher Certificate in Counselling Skills
- Bachelor of Arts in Counseling & Psychotherapy

Ms Patricia McCaffrey

- Bachelor of Arts in Early Childhood Education and Care
- Bachelor of Arts (Hons) in Early Years Education
- Bachelor of Arts (Hons) in Montessori Education

Dr Paula Seth

- Bachelor of Arts (Hons) in Counselling and Psychotherapy
- Master of Arts in Integrative Psychotherapy

Mr Ray Cullen

- Higher Certificate in Hospitality Studies

Ms Roisin O'Sullivan

- Bachelor of Business in Beverage Industry Management

Mr Ronan Doyle

- Bachelor of Business in Beverage Industry Management
- Bachelor of Business in Bar Management

Ms Sarah O'Shea

- Bachelor of Business in Tourism Management
- Bachelor of Business (Hons) in Tourism Management

Dr Sharon Phelan

- Bachelor of Arts in Social Care

Dr Sinead Conneely

- Bachelor of Arts in Social Care
- Bachelor of Arts (Hons) in Social Care

Ms Sinead McCarthy

- Bachelor of Business in Hospitality Management

Mr Stephan Lee

- Bachelor of Arts in Culinary Arts (Apprenticeship)

Ms Susan Barnes

- Bachelor of Arts in Social Care

Mr TJ O'Connor

- Certificate in Culinary Skills
- Bachelor of Arts in Culinary Arts Management

Ms Victoria McDonagh

- Bachelor of Arts in Social Care
- Bachelor of Arts (Hons) in Social Care

## **CIT CCAD**

Dr Áine Phillips

- Bachelor of Arts (Hons) in Fine Art

Ms Breda Lynch

- Master of Arts in Art & Process

Dr Con Kennedy

- Bachelor of Arts (Hons) in Visual Communications

Dr Connell Vaughan

- Bachelor of Arts (Hons) in Visual Communications

Ms Eimear O'Brien

- Master of Arts in Public Relations with New Media

Mr Eoin Gamble

- Bachelor of Arts (Hons) in Creative Digital Media

Ms Fiona Murphy

- Bachelor of Arts (Hons) in Creative Digital Media

Dr Fergal Quinn

- Master of Arts in Journalism and Digital Content Creation

Mr Gary O'Flynn

- Master of Arts in E-Learning Design and Development
- Certificate in Digital Media Design & Development

Mr Gerard Fox

- Bachelor of Arts (Hons) in Visual Communications

Dr Glenn Loughran

- Certificate in Creativity & Change
- Certificate in Arts Group Facilitation

Dr Katherine Nolan

- Bachelor of Arts (Hons) in Creative Digital Media

Mr Hugh McCabe

- Bachelor of Arts (Hons) in Creative Digital Media

Dr Jane Tynan

- Bachelor of Arts (Hons) in Fine Art
- Bachelor of Arts (Hons) in Contemporary Applied Art

Dr Janek Dubowski

- Master of Arts in Art Therapy/Principles of Art Therapy

Dr Paul Liam Harrison

- Bachelor of Arts (Hons) in Fine Art

Mr Robin Foley

- Bachelor of Arts (Hons) in Visual Communication

Mr Shaun O'Connor

- Bachelor of Arts (Hons) in Photography with New Media
- Certificate in TV Production

Dr Tina Kinsella

- Master of Arts in Art & Process

Mr Tony Magner

- Bachelor of Arts (Hons) in Contemporary Applied Art (Ceramic, Glass, Textiles)

Dr Zoe Pool

- Certificate in Principles of Sesame Approach

## **CIT CSM**

Mr Aidan O'Mahony

- Master of Arts in Music & Technology
- Master of Science in Music & Technology

Mr Cathal Synnott

- Bachelor of Arts (Hons) in Musical Theatre

Mr David Brophy

- Master of Arts (Taught)

Prof Elizabeth Csibi

- Bachelor of Music

Dr Flaithri Neff

- Master of Arts in Music & Technology
- Master of Science in Music & Technology

Prof Fiona Palmer

- Bachelor of Music

Mr Gavin Kostick

- Bachelor of Arts (Hons) in Theatre and Drama Studies

Mr Gavin Murphy

- Bachelor of Arts in Popular Music

Mr Ian Dakin

- Bachelor of Music

Dr Linley Hamilton

- Bachelor of Arts in Popular Music

Mr Michael d'Arcy

- Taught Master of Arts in Music

Dr Roisin Blunnie

- Bachelor of Music



**FACULTY OF ENGINEERING & SCIENCE****SCHOOL OF BUILDING & CIVIL ENGINEERING**

Mr Aidan O'Connor

- Bachelor of Science in Quantity Surveying
- Bachelor of Science (Hons) in Quantity Surveying

Mr Barry Williams

- Bachelor of Engineering (Hons) in Structural Engineering
- Common Entry Engineering - Level 8

Mr Brian Dempsey

- Bachelor of Science (Hons) in Building Information Modelling and Management (and embedded SPA Certificate in Building Information Modelling Technologies)

Mr Brian McKeown

- Bachelor of Science in Architectural Technology
- Bachelor of Science (Hons) in Architectural Technology

Ms Catherine O'Keeffe Prunty

- Bachelor of Science in Architectural Technology
- Bachelor of Science in Hons Architectural Technology

Ms Claire Mahon

- Bachelor of Science in Construction Management
- Bachelor of Science (Hons) in Construction Management

Mr Conor O'Keeffe

- Bachelor of Science (Hons) in Construction Management
- Bachelor of Science in Construction Management

Dr Dermot Kehily

- Bachelor of Science in Quantity Surveying
- Bachelor of Science (Hons) in Quantity Surveying

Mr Diarmuid Hurley

- Bachelor of Science in Quantity Surveying
- Bachelor of Science (Hons) in Quantity Surveying

Dr Eamon McKeogh

- Master of Engineering in Civil Engineering (Environment and Energy)
- Postgraduate Diploma in Civil Engineering (Environment and Energy)

Mr James Duggan

- Bachelor of Science (Hons) in Building Information Modelling and Management (and embedded SPA Certificate in Building Information Modelling Technologies)

Mr James G. Mansfield

- Master of Engineering in Structural Engineering
- Postgraduate Diploma in Structural Engineering

Mr John H. Boyle

- Bachelor of Science (Hons) in Interior Architecture
- Bachelor of Science in Architecture

Mr John Kirby

- Bachelor of Science in Architectural Technology
- Bachelor of Science (Hons) in Architectural Technology

Dr Katherine Cashell

- Master of Engineering in Structural Engineering
- Postgraduate Diploma in Structural Engineering

Mr Kieran Thornton

- Master of Engineering in Civil Engineering (Environment & Energy)
- Postgraduate Diploma in Civil Engineering (Environment & Energy)

Mr Kirk McCormack

- Bachelor of Science (Hons) in Architectural Technology
- Bachelor of Science in Architectural Technology

Ms Margaret Attridge

- Bachelor of Engineering in Civil Engineering
- Bachelor of Engineering in Environmental Engineering

Ms Maria McVeigh

- Bachelor of Science in Interior Architecture
- Bachelor of Science (Hons) in Interior Architecture

Dr Martin Taggart

- Bachelor of Science (Hons) in Construction Management
- Bachelor of Science in Construction Management

Dr Niall Holmes

- Bachelor of Engineering (Hons) in Structural Engineering
- Common Entry Engineering - Level 8

Mr Pat Gill

- Bachelor of Engineering in Civil Engineering
- Bachelor of Engineering in Environmental Engineering

Mr Peter L. Dixon

- Bachelor of Science in Interior Architecture
- Bachelor of Science (Hons) in Interior Architecture

Mr R. Kirk

- Bachelor of Science (Hons) in Architecture Technology
- Bachelor of Science in Architectural Technology
- Bachelor of Science (Hons) in Architectural Technology - Research Project

#### **SCHOOL OF MECHANICAL, ELECTRICAL & PROCESS ENGINEERING**

Ms Áine McCarthy

- Bachelor of Engineering in Electronic Engineering
- Bachelor of Engineering (Hons) in Electronic Engineering
- Master of Arts in Music

Mr Andrew Hickey

- Bachelor of Engineering in Mechanical Engineering
- Certificate in Mechanical Engineering Science
- Certificate in 3D Cad

Mr Cathal O'Connor

- Bachelor of Engineering (Hons) in Advanced Manufacturing Technology
- Bachelor of Engineering (Hons) in Process Plant Technology

Mr Cian Long

- Lean Sigma Green Belt
- Lean Sigma Black Belt

Mr Colin Langan

- Bachelor of Engineering (Hons) in Mechanical Engineering

Dr David Mulligan

- Higher Certificate in Manufacturing Engineering
- Bachelor of Engineering in Manufacturing Engineering
- SPA - Cert in Automation & Control

Mr Declan Allen

- Certificate in Biopharmaceutical Supply Chain Management

Mr Diarmuid Rush

- Bachelor of Engineering (Hons) in Sustainable Engineering
- Certificate in Introduction to Sustainable Energy
- Certificate in Sustainable Energy

Ms Edel Hughes

- Bachelor of Engineering (Hons) in Chemical and Biopharmaceutical Engineering
- Certificate in Process Industries Advancements and Innovation
- Master of Engineering in Chemical and Biopharmaceutical Engineering
- Certificate in Chemical Process Safety
- Certificate in Chemical Process Operations
- Certificate in Brewing and Distilling Operations

Prof Edward Sweeney

- Higher Certificate in Science in Logistics

Mr Eric Bergin

- Bachelor of Engineering in Electrical Engineering
- Bachelor of Engineering (Hons) in Electrical Engineering

Mr Frank Duignan

- Bachelor of Engineering in Electronic Engineering
- Bachelor of Engineering (Hons) in Electronic Engineering

Mr Ian Foley

- Bachelor of Engineering in Electrical Engineering
- Bachelor of Engineering (Hons) in Electrical Engineering

Dr John Mulvihill

- Bachelor of Engineering (Hons) in Biomedical Engineering
- Bachelor of Engineering in Biomedical Engineering
- Master of Engineering in Biomedical Engineering
- Certificate in Biomedical Device Manufacture

Mr Joseph Portley

- Certificate in Project Management

Dr Kevin Delaney

- Bachelor of Engineering in Mechanical Engineering

Mr Martin Conneely

- Bachelor of Engineering in Advanced Manufacturing Technology
- Bachelor of Engineering (Hons) in Process Plant Technology

Dr Martin Pitt

- Bachelor of Engineering (Hons) in Chemical and Biopharmaceutical Engineering
- Certificate in Process Industries Advancements and Innovation
- Master of Engineering in Chemical and Biopharmaceutical Engineering
- Certificate in Chemical Process Safety
- Certificate in Chemical Process Operations
- Certificate in Brewing and Distilling Operations

Mr Michael O'Brien

- Bachelor of Science in Transport Management and Technology
- Bachelor of Science (Hons) in Transport Management

Prof Nicholas J. Dunne

- Bachelor of Engineering (Hons) in Mechanical Engineering
- Master of Engineering (Taught) in Mechanical Engineering

Dr Noel Mulligan

- Bachelor of Science in Good Manufacturing Practice and Technology
- Bachelor of Science (Hons) in Good Manufacturing Practice and Technology
- Higher Certificate in Science in Good Manufacturing Practice and Technology
- Diploma in Biopharmaceutical Manufacturing Operations
- Certificate in Cleanroom Manufacturing Practices
- Certificate in the Science of Biotechnological Manufacturing Operations

Mr Paul Mitchell

- Bachelor of Engineering in Biomedical Engineering
- Bachelor of Engineering (Hons) in Biomedical Engineering

Mr Paul D. Murphy

- Bachelor of Engineering (Hons) in Sustainable Energy Engineering
- Certificate in Introduction to Sustainable Energy
- Certificate in Sustainable Energy

Ms Roisin Murray

- Bachelor of Science in Transport Management and Technology
- Bachelor of Science (Hons) in Transport Management

## SCHOOL OF SCIENCE & INFORMATICS

Dr Adrienne Fleming

- Bachelor of Science in Analytical & Pharmaceutical Chemistry
- Bachelor of Science (Hons) in Analytical Chemistry with Quality Assurance

Dr Brien Nolan

- Module Extern for Mathematics

Dr Catherine Hurley

- Higher Diploma in Science in Data Science and Analytics
- Master of Science in Data Science and Analytics

Dr Chris Exton

- Bachelor of Science (Hons) in Computer Systems
- Bachelor of Science (Hons) in Web Development

Dr David Phelan

- Bachelor of Science (Hons) in Analytical Chemistry with Quality Assurance
- Bachelor of Science in Analytical & Pharmaceutical Chemistry

Dr Elaine Duggan

- Bachelor of Science in Applied Biosciences & Biotechnology

Mr Fintan Moran

- Bachelor of Science in Food & Health Science

Mr Gareth Roe

- Bachelor of Science in Applied Physics & Instrumentation
- Bachelor of Science (Hons) in Physics & Instrumentation
- Bachelor of Science (Hons) in Environmental Science & Sustainable Technology
- Bachelor of Science (Hons) in Instrument Engineering
- Higher Certificate in Industrial Measurement & Control
- Special Purpose Award in Advanced Industrial Automation
- Certificate in Applied Physics & Instrumentation

Mr Gary Clynych

- Bachelor of Science in Information Technology
- Bachelor of Science (Hons) in IT Management

Prof Gregory O'Hare

- Bachelor of Science (Hons) in Computer Science

Dr Ian McLoughlin

- Master of Science in Artificial Intelligence

Dr James Egan

- Master of Science in Cloud Computing
- Higher Diploma in Cloud Computing

Dr Jan Guerin

- Bachelor of Science (Hons) in Biomedical Science

Dr Katrina Domijan

- Higher Diploma in Science in Data Science and Analytics
- Masters in Science in Data Science and Analytics

Dr Niall Fitzgerald

- Master of Science in Data Science and Analytics
- Higher Diploma in Science in Data Science and Analytics

Dr Niall Madden

- Maths Extern

Dr Oliver Power

- Bachelor of Science in Applied Physics & Instrumentation
- Bachelor of Science (Hons) in Physics & Instrumentation
- Bachelor of Science (Hons) in Environmental Science & Sustainable Technology
- Bachelor of Science (Hons) in Instrument Engineering
- Higher Certificate in Industrial Measurement & Control
- Special Purpose Award in Advanced Industrial Automation
- Certificate in Applied Physics & Instrumentation

Prof Owen Conlan

- Master of Science in Information Design & Development

Dr Patrick Kiely

- Bachelor of Science (Hons) in Pharmaceutical Biotechnology

Mr Patrick Mulhare

- Diploma in Clinical Laboratory Practice

Dr Paul Clarke

- Bachelor of Science (Hons) in Software Development

Dr Sean Fair

- Bachelor of Science (Hons) in Agri-Biosciences

Dr Thomas Newe

- Master of Science in Information Security

Dr Tom Hill

- Bachelor of Science (Hons) in Nutrition & Health Science

## **NMCI**

Captain Declan Black

- Higher Certificate in Nautical Studies
- Bachelor of Science in Nautical Science
- Bachelor of Science (Hons) in Nautical Science
- Certificate (SPA) in Nautical Science



Mr Denis Burns

- Higher Certificate in Arts Leadership, Management and Naval Studies

Captain Pdraig Condon

- Higher Certificate in Nautical Science
- Bachelor of Science in Nautical Science
- Certificate (SPA) in Nautical Science

Mr Michael Kennelly

- Certificate in Senior Command Operations
- Bachelor of Science (Hons) in Nautical Science

Mr Henry Kingston

- Bachelor of Engineering in Marine Engineering

Captain Raja Maitra

- Bachelor of Science (Hons) in Nautical Science
- Certificate (SPA) in Nautical Science

Dr David McKeivitt

- Bachelor of Business in Supply Chain and Transport Management

Mr Ian O'Reilly

- Bachelor of Business in Supply Chain and Transport Management
- Bachelor of Business (Hons) in Supply Chain Management

Mr Bernard O'Sullivan

- Bachelor of Arts in Leadership, Management & Naval Studies

Mr Emmet Ryan

- Bachelor of Engineering in Marine Electrotechnology
- Bachelor of Engineering in Marine Technology

Mr Thomas D. Taylor

- Bachelor of Engineering in Marine Engineering
- Chief Engineer Officer
- Second Engineer Officer

## **SCHOOL OF GRADUATE STUDIES**

Dr Brendan Jennings

- Structured Doctoral Programme

## **TEACHING & LEARNING UNIT**

Prof Brian Bowe

- Master of Arts in Teaching and Learning in Higher Education
- Special Purpose Award in Effective Teaching in Higher Education

Mr Paul O'Donovan

- Certificate in Teaching & Learning in Higher Education
- Certificate in Effective Teaching in Higher Education
- Postgraduate Diploma in Arts in Teaching & Learning in Higher Education
- Master of Arts in Teaching & Learning in Higher Education

Dr Helen Murphy

- Master of Arts in Teaching and Learning in Higher Education

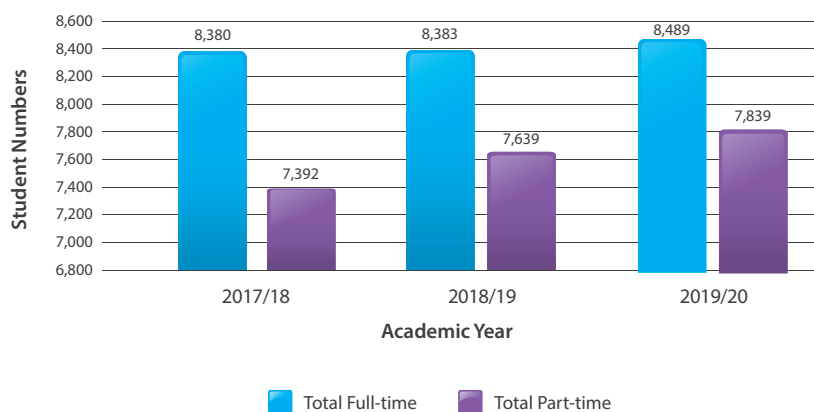
### 3.10 Student Statistics

All figures shown in this section relate to student numbers for the academic year 2019/2020.

Enrolment Statistics for 2019/2020 and the two previous years

	2017/18	2018/19	2019/20
Total Full-time	8,380	8,383	8,489
Total Part-time	<u>7,392</u>	<u>7,639</u>	<u>7,839</u>
<b>OVERALL TOTAL</b>	<b><u>15,772</u></b>	<b><u>16,022</u></b>	<b><u>16,328</u></b>

#### Enrolment statistics for 2019/20 and the two previous years

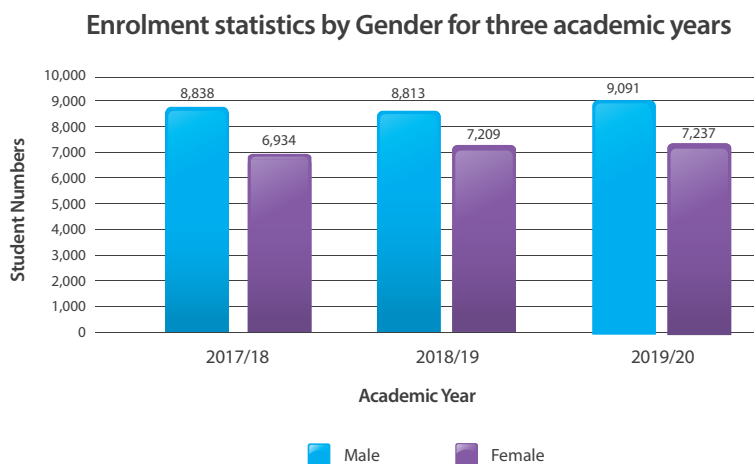


#### Enrolments by Gender and Attendance Mode for 2019/20

	Male	Female	Total
<b>FULL-TIME</b>			
Non-Mature	4,330	3,113	7,443
Mature	658	388	1,046
<b>TOTAL</b>	<b><u>4,988</u></b>	<b><u>3,501</u></b>	<b><u>8,489</u></b>
<b>PART-TIME</b>			
Craft Apprentices	1,231	1	1,232
Evening Courses	2,872	3,735	6,607
<b>TOTAL</b>	<b><u>4,103</u></b>	<b><u>3,736</u></b>	<b><u>7,839</u></b>
<b>OVERALL TOTAL</b>	<b><u>9,091</u></b>	<b><u>7,237</u></b>	<b><u>16,328</u></b>

**Enrolment Statistics by Gender for three academic years**

	2017/18	2018/19	2019/20
Male	8,838	8,813	9,091
Female	<u>6,934</u>	<u>7,209</u>	<u>7,237</u>
<b>Total</b>	<b><u>15,772</u></b>	<b><u>16,022</u></b>	<b><u>16,328</u></b>



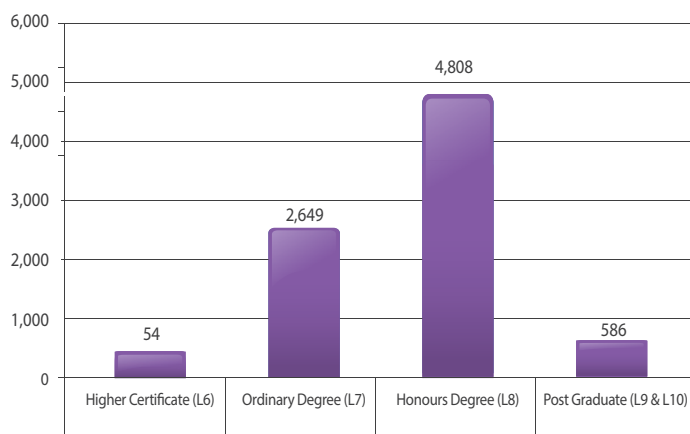
**Breakdown of Whole-Time Equivalent Student Numbers - Higher Certificate, Ordinary Degree, Honours Degree and Postgraduate by Discipline for 2019/20**

	Higher Certificate (L6)	Ordinary Degree (L7)	Honours Degree (L8)	Post Graduate (L9 & L10)	Totals
Agriculture and Veterinary	0	125	31	0	<b>156</b>
Arts & Humanities	0	29	747	138	<b>913</b>
Business Administration and Law	0	728	1331	102	<b>2161</b>
Education	0	31	15	92	<b>138</b>
Engineering, Manufacturing and Construction	0	528	1079	25	<b>1,632</b>
Health and Welfare	0	448	454	4	<b>906</b>
Information and Communication Technologies	0	132	368	131	<b>630</b>
Natural Sciences, Mathematics and Statistics	0	94	649	88	<b>831</b>
Sciences, Mathematics and Computing	0	0	0	0	<b>0</b>
Services	54	536	135	7	<b>731</b>
Social Sciences, Business and Law	0	0	0	0	<b>0</b>
Social Sciences, Journalism and Information	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<b><u>0</u></b>
<b>TOTAL</b>	<b><u>54</u></b>	<b><u>2,649</u></b>	<b><u>4,808</u></b>	<b><u>586</u></b>	<b><u>8,097</u></b>

**Breakdown of Levels of Whole-Time Equivalent Higher Certificate, Ordinary Degree, Honours Degree and Postgraduate Total Student Numbers for 2019/20**

	Higher Certificate (L6)	Ordinary Degree (L7)	Honours Degree (L8)	Post Graduate (L9 & L10)
<b>TOTAL</b>	54	2,649	4,808	586

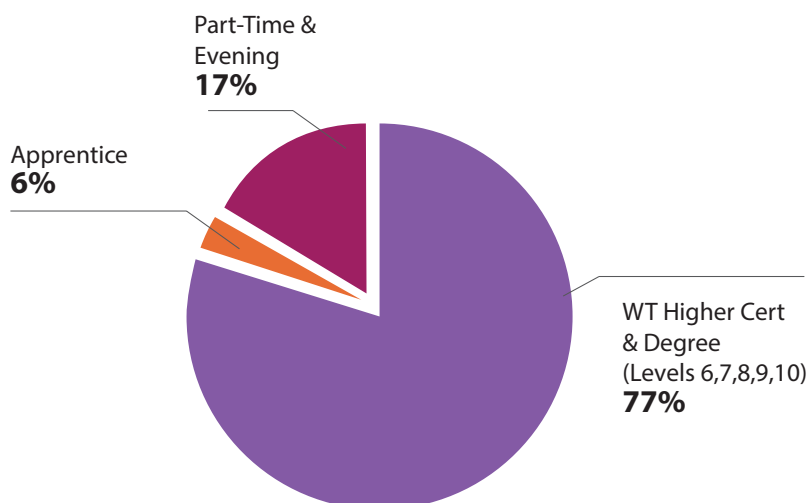
**Breakdown of Levels of Whole-Time Equivalent Higher Certificate, Ordinary Degree, Honours Degree and Postgraduate Total Student Numbers for 2019/20**



**Student Whole-Time Equivalent Percentage Distribution – Cork Institute of Technology for 2019/20**

	Actual	WTE
WT Higher Cert & Degree (Levels 6,7,8,9,10)	8,489	<b>8097.441</b>
Apprentice	1,232	616
Part-Time & Evening	<u>6,607</u>	<u>1795,627</u>
<b>Total</b>	<b><u>16,328</u></b>	<b><u>10,509</u></b>

**Student WTE Percentage Distribution - Cork Institute of Technology for 2019/20**



### 3.11 Student and Graduate Prizes & Achievements

#### Congratulations were extended to the following:

- On 1 September 2019, CIT graduate Cliona O'Shea was highly commended by The Global Undergraduate Awards in the Life Sciences category, for her entry entitled "Investigation of the ability of the bacteriocin nisin to inhibit coagulase negative Staphylococci". Cliona's submission was based on her final year research project which she carried out in the Department of Biological Sciences.
- Crawford College of Art & Design staff and students were selected to perform at the prestigious Bauhaus 100 centenary celebrations at the Stage TOTAL Festival Bauhaus Dessau Foundation between 10 – 15 September 2019. Six students and two fine art lecturers travelled to the Bauhaus Dessau Foundation in Germany to perform 'Myth in Motion' an exciting new collaborative work.
- From 11 September to 18 October 2019, a selection of graduates from CIT CCAD Final Year 2019, including Contemporary Applied Art, Visual Communications, Creative Digital Media, and Fine Art presented their work in the CIT Student Engagement Exhibition titled BOMBARD.
- The Graduate Residents Exhibition 2019, Unsettle All Things, took place between 12 – 27 September 2019, showcasing the work of award-winning artists Oisín Burke, Eamon Carey, Catherine Callanan, Constance McKenna, Lucy Hyland, Catherine Murray, Anna O'Riordan and Bernadette Tuite.
- The Ophelia String Quartet, including CSM graduate Seamus Hickey, opened the Autumn 'Quartets at Triskel' Series on 14 September 2019.
- Eilíse Ireland, first-year student in Chemical & Biopharmaceutical Engineering was awarded the Naughton Scholarship on 21 September 2019.
- Participants on the WREN (Women's Rural Entrepreneurship Network) project graduated with a Special Purpose Award in Enterprise Development on 1 October 2019. The two-year WREN project was a collaboration between the Rubicon Centre, the Hincks Centre, SECAD (Midleton) and Ballyhoura Development (Croom).
- 25 students participated in the second annual Lee Fields Medal - CIT MATHS CHALLENGE on 9 October 2019. First prize was won by Paschal Mullins, 2nd Year, Mechanical Engineering (Hons) student.
- CIT Cork School of Music Cello student Michael Murphy, won the 2019 Frank Maher Classical Music Award on 11 October 2019.
- At the Irish Freemasons Young Musician of the Year 2019 Final on 12 October 2019, CSM student Molly O'Shea, was awarded 2nd prize and a bursary of €3,000, as well as The John Vallery Memorial Prize for the best performance by a string player worth €1,000, and the Florian Leonhard Fine Instrument Grant, which entitles her to the loan of a Violin from Florian Leonhard in London for one year.
- Biological Science Year 1 student Amy Sullivan won silver in sparring at the UK National Taekwondo Championships on 12 October 2019.
- On 18 October 2019, at the RDS 2019 Visual Art Awards, following a rigorous competitive process, BA (Hons) Fine Art student, Rosalind Spencer and Fine Art & Applied Art 2019 MA in Art & Process Graduate, Clare Scott, were both selected for inclusion in the exhibition. Clare Scott also won the RDS Lewis Crosby Award.
- On 22 October 2019, conferring of degrees on students of CIT Cork School of Music took place. 102 graduates obtained their parchments.
- CIT based start-ups featured in the National Start Up Awards 2019 held on 24 October 2019. StrydeTech won the Gold Award in the 3rd Level Spin Out category. The Gold Award in the Product and Manufacturing Category was won by Glavloc Building Technology, a company based in the Rubicon Centre. A Bronze Award in the Emerge - Tech Startup Category was won by AudioSourceRE DAC, also based in the Rubicon Centre.
- On 30 October 2019, conferring of degrees and Other Awards for the School of Mechanical, Electrical & Process Engineering, School of Science & Informatics and the School of Building & Civil Engineering took place. There were three conferring sessions and 871 graduates obtained their parchments.
- On 31 October, conferring of degrees and Other Awards for the School of Business took place. There were three conferring sessions and 930 graduates obtained their parchments.
- On 1 November 2019, conferring of degrees and Other Awards for the School of Humanities took place. There were two conferring sessions and 642 graduates obtained their parchments.
- On 1 November 2019, CIT/UCC Joint conferring Ceremony took place. 92 graduates obtained their parchments.
- At the University Start-up World Cup 2019 held in Copenhagen, Denmark, on 1 November 2019, CIT's undergraduate multi-disciplinary team MacGlas won the Global Contribution Award. The MacGlas Team was represented by Final Year Biomedical Engineering Students Elaine Leahy (MacGlas Team Leader) and David O'Donovan (MacGlas Design Leader).
- On 1 November 2019, three graduates of CIT Cork School of Music Meadhbh Campbell, Siobhan O'Donnell and Mary Walsh were chosen to participate in the National Concert Hall's award-winning Female Conductor Programme for 2019 – 2020.



- At the 10th annual UA Global Summit, which was held between 11 -13 November 2019, CIT graduate Cliona O'Shea was highly commended by The Global Undergraduate Awards in the Life Sciences category for her entry entitled "Investigation of the ability of the bacteriocin nisin to inhibit coagulase negative Staphylococci". Cliona's project was supervised by Dr Máire Begley with input from PhD student Ellen Twomey.
- The CIT Arts Office Steam Award Exhibition entitled SKIN DEEP was held in the James Barry Exhibition Centre from 13 November 2019. The 2019 award recipients were Gemma Harris, Edel Nugent, and Katie Shoer.
- On 14 November 2019, Taylor Hickey, a level 8 Interior Architecture graduate received the Highly Commended award in the Global Undergraduate Awards earlier this week. She won the best Architecture and Design Graduate Award in Ireland.
- On 14 November 2019, Alex Defratyka, also a level 8 Interior Architecture graduate won the Institute of Designers in Ireland National Graduate Design Award for Architecture, Interior Architecture and Sustainability. Alex also became the first CIT graduate to win the IDI Graduate Design Grand Prix.
- On 14 November 2019, fellow CIT Interior Architecture graduates Lydia Morgan, and Sarah Costello won Commendation Awards in Interior Architecture. Students from the Department of Media and Communications were also successful at the Institute of Designers in Ireland National Graduate Design Awards. Kamil Kowolczyk for Vis Comm Printed Book and Vis Comm Use of Illustration in Design. David Murphy and Adrian De Juan also won Commended Awards.
- On 14 November 2019, Shane Guerin won the MEETA Asset Management and Maintenance Student Project National First Place Award 2019. Shane's project was carried out under the supervision of Mr. Thomas Sheehan and Mr. David O'Donovan of GSK and Dr. Lorraine Howard of Cork Institute of Technology.
- The Interior Architecture Programme won the Award for Excellence in Education & Training at the Building & Architect of the Year Awards on 14 November 2019. Department of Architecture students, Aleksandra Polak and Neil Cotter's 2nd Year housing project in CCAE (in collaboration with Cork County Council) won the National Age-Friendly Housing award for 2018-19.
- Final year Applied Bioscience student, Dalton O'Shaughnessy won Gold in the men's +90kg division at the World Kickboxing Championships in the USA on 15 November 2019.
- At the Tae Kwon Do Irish International Championships in Neptune Stadium on 15 November 2019, Amy Sullivan (Biological Science 1 & CIT 20X20 Ambassador) won a gold and bronze medal, Christopher Thomas (Biomedical Eng 3) won silver, Solas O Halloran (Biomedical Eng 3) won silver, Shane Allen (Mech Eng 3) won bronze and Fionn Hagan (Civil, Structural & Environmental Eng 1) won bronze.
- On 20 November 2019, the fourth year CIT/UCC BSc (Honours) in Biomedical Sciences students organised and participated in a successful student-led conference 'Transition in Progress to Professionalism (TIPToP)' which focused on Continuing Professional Development (CPD) training in Biomedical Science. The conference was attended by medical scientists from the hospitals within the Munster region.
- The Camerata Ireland concert in the National Concert Hall on 21 November 2019, featured three CIT CSM soloists: Mairead Hickey, violin, Ed Creedon, viola and Kevin Jansson, piano. Their instrumental teachers included Adrian Petcu, Constantin Zanidache, Simon Aspell and Mary Beattie. Barry Douglas, who is the artistic Director of Camerata Ireland, is currently Artist-in-Residence at the CIT Cork School of Music and Senior Adjunct Lecturer in the Department of Keyboard Studies.

The following recipients were awarded CIT Sports Scholarships on 25 November 2019:

- **AFL:** Jeremiah Cronin (Rathmore, Co Kerry) (Automotive Technology & Management 3).
- **Athletics:** Clodagh Walsh (Mallow, Co Cork) (Marketing 2), Katie Walsh (Ballyvolane, Cork) (Chemical Engineering 2), Andre Christie (Wilton, Cork) (Mechanical Engineering 4), Daniel O Mahony (Grange, Co Cork) (Nutritional Health 4), Cian O'Neill (Ballyphehane, Cork) (Recreation & Leisure 2), Cathal Ryan (Togher, Cork) (Mechanical Engineering 1).
- **Basketball:** Louise Scannell (Blarney St, Cork) (Business Administration 1), Cian Heaphy (Tivoli, Cork) (Marketing 1), Simone O Shea (Blarney, Co Cork) (Business Information Systems 1), Dylan Charles Mc Carthy (Blackrock, Cork) (Business 1), David Murray (Rochestown, Cork) (Accounting 2), Jessica Quirke (Glanmire, Cork) (Recreation & Leisure Management 3), Adam Heaphy (Tivoli, Cork) (Business Information Systems 4).
- **Boxing:** Baki Albayrak (Togher, Cork) (Civil Engineering 2).
- **Camogie:** Ellen O Regan (Ballygarvan, Cork) (Biological Science 1), Emily Buckley (Na Piarasaigh, Cork) (Business Information Sys 1), Saoirse McCarthy Walsh, (Coursey Rovers, Cork) (Recreation & Leisure 1), Casey Coleman (Na Piarasaigh, Cork) (Accounting 1), Rebecca Keane (Inniscarra, Cork) (Biomedical Eng 3), Jessica Fitzell (Clanmaurice, Kerry) (Sport & Exercise 4), Jean Kelly (Eire Og Annacarty, Tipperary) (Information Sys 3), Aisling Power (Cappoquin, Waterford) (Information Sys 3), Isobelle O Regan (Ballygarvan, Cork) (Business 3).
- **Canoe:** Simon Kenny (Ballincollig, Co Cork) (Nautical Science 3).
- **Equestrian:** Cillian Creedon (Carrigaline, Co Cork) (Chemical & Biopharmaceutical engineering 1).
- **Football-Ladies:** Abbie O Mahony (Glanmire, Cork) (Fine Art 1), Sandra Dinan (Glanmire Cork) (Chemical & Biopharmaceutical Eng 2).
- **Football-Mens:** Niall Donohue (Firies, Kerry) (Information Sys 3), Joshua O Keeffe (Newmarket, Cork) (Business 2), Kieran

- Murphy (Kilcummin) (Marketing), Paul Ring (Aghaballoogue) (Mechanical Eng 2), Daniel O Connell (Kanturk) (Quantity Surveying 2), Chris O Donoghue (Glenflesk) (Marketing 2), Aaron Healy Browne (Nemo) (Bus Information Sys 4), Damien Gore (Kilmacabea) (Business 2), Eanna O Hanlon (Kilshannig Cork) (Accounting 1), Mark Hodnett (Carbery Rangers, Cork) (Bus Information Sys 2), Blake Murphy (St. Vincents, Cork) (Business Admin 1), Kevin O Donovan (Nemo Rangers, Cork) (Quantity Surveying 3), Daniel Dineen (Cill na Martra, Cork) (Quantity Surveying 4), Gavin O Brien (Kerins O Rahillys, Kerry) (Construction Mgmt 2), Aidan Browne (Newmarket, Cork) (Biomedical Eng 3), Killian O Hanlon (Kilshannig, Cork) (Accounting 3).
- **Golf:** Alan Riordan (Blarney, Co Cork) (Advanced Manufacturing Technology 4), Sean Leonard (Mitchelstown, Co Cork) (Civil Engineering 2), Gary Ward (Kinsale, Co Cork) (Marketing 3).
  - **Handball:** David Walsh (Mallow, Cork) (Bus Information Sys 3), Adam Walsh (St. Marys, Wexford) (Construction Mgmt 2).
  - **Hockey:** Julian Dale (Riverstick, Co Cork) (Sport & Exercise Management 4), Michelle Barry (Whites Cross, Co Cork) (Business 4).
  - **Hurling:** Ronan Heffernan (Clonoulty) (Recreation & Leisure 3), Gerard Collins (Ballinhassig) (Construction Mgmt 2), Ryan Walsh (Kanturk Cork) (Quantity Surveying 3), William Ryan (Inniscarra, Cork) (Engineering 1), Patrick O Flynn (Bride Rovers, Cork) (Bus 1), Aaron Browne (Knockavilla Kickhams, Tipperary) (Quantity Surveying 1), Declan Hanlon (Blarney, Cork) (Mechanical Engineering 1), Brian Roche (Bride Rovers, Cork) (Bus 1), Ian Butler (Kildorrery Cork) (Recreation & Leisure 3), Enda Heffernan (Clonulty Rossmore, Tipperary) (Quantity Surveying 4), Sean O Leary Hayes (Midleton Cork) (Civil Engineering 2).
  - **Orienteering:** Zach Harrington (Enniskeane, Co Cork) (Structural Engineering 4).
  - **Powerlifting:** Ross O'Connor (Dunmanway, Co Cork) (Automotive Technology & Transport Management 3), Ryan Broderick (Shanagarry, Co Cork) (Nutrition & Health Science 3), William O'Donohoe (Holycross, Co Tipperary) (Nutrition & Health Science 2).
  - **Rowing:** Alex Byrne (Ballinlough, Cork) (Mechanical Engineering 1), Barry Connolly (Rochestown, Cork) (Nutrition & Health Science 1), Colm Hennessy (Glanmire, Co Cork) (Electrical Engineering 4).
  - **Sailing:** Harry Durcan (Crosshaven, Co Cork) (Accounting 2), Grattan Roberts (Currabinny, Co Cork) (Mechanical Engineering 3).
  - **Soccer:** Rachel O'Regan (Carrigaline, Co Cork) (Biological Science 1), Saoirse Noonan (Grange, Cork) (Business Marketing 2), Danielle Burke (Passage West, Cork) (Marketing 2), Kate O'Donovan (Bandon, Co Cork) (Pharmaceutical Biotechnology 3), James O'Driscoll (Goleen, Co Cork) (Recreation and Leisure Management 3), Stephen O'Leary (Mahon, Cork) (Mechanical Engineering 1), Danny Reynolds (Dungarvan, Co Waterford) (Electrical Engineering 1), Jamie O'Sullivan (Passage West, Cork) (Business 1), Evan O'Sullivan (Carrigaline, Co Cork) (Biological Sciences 1).
  - **Tae kwon do:** Amy Sullivan (Carrigaline, Co Cork) (Biological Science 1).
  - Three students from the Department of Tourism & Hospitality won two gold, and a silver medal at the annual European Association of Hotel & Tourism Schools (AEHT) competition in Split, Croatia on 25 November 2019. Their mentors included Ann O'Connor, Breda Hickey and Gail Cotter:
    - Aisling Kelly (Bachelor of Business (Hons) in Culinary Entrepreneurship Y4) was teamed with Ms Laura D'Ambrosio (Italy) for the Pastry competition, and they were awarded the silver medal.
    - Sam McCormack (Bachelor of Business in Hospitality Management Y2) was teamed with Ms Tina Sraml (Slovenia) and Ms Samantha Zoodsma (Netherlands) for the Tourist Destination competition and they were awarded the gold medal.
    - Daniel Meaney (Bachelor of Business (Hons) in Hospitality Management Y4) was teamed with Mr Elia Moschin (Italy) for the Cocktail competition and were also awarded a gold medal.
  - On 29 November 2019, CIT Cork School of Music students Rachel Masterson and Martha Campbell were chosen to participate in the Irish Baroque Orchestra's apprenticeship programme.
  - CIT CSM 2nd year Taught MA in Piano Performance student Gary Beecher and his duo partner Erika Baikoff won first prize in the Nadia and Lili Boulanger International Voice-Piano Competition on 9 December 2019.
  - On 10 December 2019, CIT CCAD MA by Research student, Helen O'Shea's creative focus on waste plastics featured in the American Geophysical Union Conference in San Francisco.
  - On 17 December 2019, in a special broadcast from the RTE Cork studios, CIT CSM Masters student Fiona Falvey and Graduate Aengus Kirakowski along with CIT CSM Staff Members Jerry Creedon and David Keating performed live on RTE Lyric FM for the Lorcan Murray Classic Drive Programme.
  - The Dept of Mathematics in conjunction with the Dept of Computer Science hosted Project Presentations for the Masters and Higher Diploma in Data Science and Analytics on 19 December 2019.
  - On 13 January 2020, the Irish Examiner featured an article entitled "CIT Listeria Study to Revolutionise Food Safety Management" which focused on research work conducted by Dr Michael Callanan, a Lecturer in Biological Sciences and a member of the NutRI research and innovation group.
  - The inaugural CIT Innovation Challenge was held in the Rubicon Centre on 16 January 2020 with 30 multi-disciplinary students involved in challenges set by organisations such as Clearstream, Swyft Energy and the Irish Naval Service.

- From 27 January to 21 February 2020, the Arts Office Environmental Award Exhibition titled 'Ar Scáth a Chéile – in Each Other's Shadow' took place. The Exhibition showcased the work of CIT CCAD BA Hons Fine Art 2019 Graduates: Oisín Osborne, Emma Ryan and Rosalind Spencer.
- Four graduates of the CIT CCAD were featured in an Irish Examiner article on 28 January 2020 about how their degrees influenced their approach to their working lives. The graduates featured were Jack Hickey (2011), Enid Conway (2016), Mike Hannon (2005) and Ciara Wall (2008).
- The work of Stephen Doyle, CIT CCAD graduate of 2017, was acquisitioned into the Crawford Art Gallery's collection on 28 January 2020. The work titled 'Dylan is ainm dom...' was shortlisted for the prestigious Zurich Portrait Prize 2018 at the National Gallery of Ireland.
- Alex Gough and other CIT CSM students recorded a live studio session with RTE FM2 on 29 January 2020.
- On 5 February 2020, First Year Business Studies student Dylan McCarthy was awarded the January Southside & District Sports Award for his exploits with Rebel Wheelers who recently won their second consecutive Hula Hoops Irish Wheelchair Association National Cup title.
- On 5 February 2020, culinary students from the Dept of Tourism & Hospitality achieved great success at the Chef Ireland Culinary Competition. Benjamin Dazy won Silver in Hot Desert category, Silver in Irish Fish category, Bronze in the Irish Beef category and Top Class in Cold Plated Sweet; Aisling Kelly won Silver in Hot Dessert and Overall Winner; Daniel Healy, Winner of Silver in Duck, Irish Beef, Senior Class Mystery basket and Best in Class Irish Beef; and Caroline Hayes won Silver in junior fish, Bronze in junior lamb and Best in Class Vegan. Two 2019 graduates from the culinary school are now working in Michelin starred restaurants. Danay Berhane is working at Adare Manor in Limerick and Ciara McGregor is working in Bastion in Kinsale.
- On 9 February 2020, First Year Accounting student, Victoria Kingston came 3rd in individual kata at the Irish Karate Federation International Championships held in Waterford Institute of Technology.
- On 12 February 2020, the Senior Football team won the 2020 Higher Education Trench Cup. The team is managed by Conor Kelleher, Dept of Marketing & International Business.
- On 14 February 2020, conferring of degrees on students of the Department of Mathematics, Department of Biological Sciences, Department of Electrical & Electronic Engineering, Department of Mechanical, Biomedical & Manufacturing Engineering, Department of Civil, Structural & Environmental Engineering, Crawford College of Art & Design, Department of Accounting & Information Systems and National Maritime College of Ireland took place. 113 graduates obtained their parchments.
- On 15 February 2020, The CIT Athletics Club won 3 Gold medals at the IUAA Indoor T&F Championships held in Athlone Institute of Technology:
  - Clodagh Walsh (Marketing 2) Pole Vault.
  - Katie Walsh (Chemical Engineering 2) Combined Events.
  - David Kenny (Mechanical Engineering 2) 2km Racewalk. David walked 7:25 for 2km taking 10 seconds off the long standing IUAA National Colleges record.
- On 15 February 2020, at the Institution of Structural Engineers' Annual Dinner and Student Awards evening in Dublin, two graduates of the Department of Civil, Structural and Environmental Engineering, Sean Harrington and Kieran Kirby (BEng in Civil Engineering programme in 2018/19), were presented with the Level 7 Student Award. The work of Sean and Kieran was supervised by Kieran Ruane. The project, titled Masonry Arch Bridge Assessment, involved the inspection and analysis of a series of masonry arch bridges in Ballincollig Regional Park.
- On 6 March 2020, the following students were elected to the Students' Union Executive for 2020/2021:
  - President - Aisling O'Mahony, BBus International Business with Language (Current VP Education)
  - Vice President Education - Zack Nuttawud, BBus Business Administration
  - Vice President Welfare - Cian O'Driscoll, BBus Recreation and Leisure (Current VP Welfare)
  - Communications Officer - Niamh Cronin, BBus Marketing (Hons)
  - Entertainments Officer - Laura Callaghan, BBus Hospitality Management
  - Projects Officer - Steven Foley, BBus Information Systems (Hons)
- On 7 March 2020, 2nd year Mechanical Engineering student David Kenny won the 20km National Racewalk title in St Anne's Park, Raheny.
- Alumna Caroline Wilkins, Recreation, Leisure & Business 2007, along with her two sisters in New York set up a social media appeal to collect gloves, masks and protective suits for front-line personnel in New York hospitals. As of 9 April 2020, they had collected over 19,000 pairs of gloves.
- The annual CIT Societies Awards ceremony was hosted online on 16 April 2020. The following awards were made:
  - Best Fresher: Sharon Shaju
  - Individual: Joshua Manaid, Avinash Nagarajan, Michelle Desmond, Blake Rogers, Aoife James, Kayme O'Callaghan
  - Supreme Individual: Konrad Im

- Best New Society: Sci-Fi
- Most Improved Society: Crawford Open Mic
- Rísam Uile 'Let us all achieve': LGBT\* - GSA Training
- Best Small Event: Programming – Hackathon
- Best Academic Society: Civil & Structural
- Supreme Event: Indian – Diwali
- Society of the Year: International Students' Society
- On 17 April 2020, Fiona Kelly, a former flute student of the CIT Cork School of Music gave an online concert as part of the 'At Home with Triskel' Series.
- On 23 April 2020, the President of the Students' Union, Aaron Buckley hosted the Students' Union Council Awards in an online ceremony. The following Class Representatives received an award in recognition of their 'Outstanding Voluntary Contribution':
  - Jack Ahern, DCE, Year 2
  - Kyle Byrne, Electronic Engineering, Year 3
  - Oisín Gahan, Recreation and Leisure, Year 2
  - Colm Healy, Social Care, Year 3
  - Isobel Kavanagh, International Business, Year 2
  - Shannon White, Marketing, Year 4
  - Colm Healy was also awarded the prestigious CIT's Presidential Citation
- On 19 April 2020, two CIT Projects were short-listed for the Enterprise Ireland Student Entrepreneur Awards:
  - Enabl-aid (MultiDisciplinary Innovative Product Development Laboratories)
  - TraumAlert (Final Year Biomedical Engineering Degree Capstone Project)
- The teams were supervised by Paul Keane, Hugh O'Donnell, Lisa Murphy, Scott McGowan and Darren Dawson. The virtual SEA finals took place on 12 June 2020.
- Between 23 – 24 April 2020, 'Story? 2020 International Student Documentary Film Festival' took place online via CIT's Facebook page. The following awards were made:
  - Best Irish Documentary – 'Still Walking' directed by Rachael Scully.
  - Runner Up - '700 Marathon Woman' directed by Rachel Lynch.
  - Best Animated Documentary – 'Probably Dead' directed by Ivan Grgur.
  - Runner up was 'Fifteen-Two' directed by John Summerson.
  - Best Documentary of the Festival – 'The Sisters' directed by Michal Hytros
  - Best International Documentary – 'Exist' directed by Payam Shadnia.
  - Runner Up - 'Pirafia' directed by Nainisha Dedhia.
  - Audience Choice - 'iRony' directed by Radheya Jegatheva.
- On 23 April 2020, the Students' Union hosted the Virtual Union Council Awards Announcements. Six Class Reps were awarded in recognition of their 'Outstanding Voluntary Contribution':
  - Jack Ahern, DCE, Year 2
  - Kyle Byrne, Electronic Engineering, Year 3
  - Oisín Gahan, Recreation and Leisure, Year 2
  - Colm Healy, Social Care, Year 3
  - Isobel Kavanagh, International Business, Year 2
  - Shannon White, Marketing, Year 4

Colm Healy was also awarded the prestigious Cork Institute of Technology's Presidential Citation. The voluntary work Colm has done with charitable causes, the support he has given to enhance students' well-being and his contributions to the external community were taken into consideration when identifying him as a deserving recipient of this citation.

  - On 11 May 2020, the Rubicon Centre held a New Frontiers Showcase Celebration Week the week commencing 11 May. Videos from their 2019/2020 cohort were shared across their social media channels to celebrate the completion of New Frontiers Phase 2. CIT Alumnus Stephen Wilson Downey of AIP was announced as the winner of the 'Best Business Opportunity' Award.

- CIT Sports Office paid tribute to all its sporting heroes for the academic year 2019/20 between 18 – 22 May 2020. 38 CIT clubs nominated their standout players, administrators, teams and sporting moments resulting in a record 71 nominations received. The Sports Awards were announced via its Social Media Facebook, Twitter and Instagram. The Awards winners were:
  - **Katie Walsh**, Chemical & Biopharmaceutical Engineering (Athletics)
  - **Leon O'Regan**, Digital Media (Tennis)
  - **Mary Taylor**, Social Care (Boxing)
  - **Daniel Dineen**, Quantity Surveying (Gaelic Football)
  - **Ross O'Connor**, Auto Management & Technology (Power Lifting)
  - **James O'Shea**, Construction Management (AFL)
  - **Zach Harrington**, Structural Engineering (Orienteering & Athletics)
  - **Anthony Casey**, Master of Science (Research) (GAA Club)
  - **Clodagh Walsh**, Marketing (Athletics)
  - **Sophie Hudner**, Marketing & **Dean Meehan**, Nutrition & Health Science (Soccer) received a joint award for their roles as Administrators.
  - **Fresher of the Year Award - Louise Scannell**, Business Admin (Basketball)
  - **Supreme Achievement Award - David Kenny**, Mechanical Engineering (Athletics)
  - **International Achievement Awards** were given to **David Walsh**, Business Information Systems & **Adam Walsh**, Construction Management (Handball)
  - **William O'Donohue**, Nutrition and Health Science (Power Lifting)
  - **Ryan Broderick**, Nutrition and Health Science (Powerlifting)
  - **Club of the Year:** CIT Athletics Club
  - **Risam Uile Awards:** Men's Senior Gaelic Football Team 2020, CIT Boxing Club
- On 31 May 2020, a special online edition of Music at Midday featured Ellen and Anna Jansson, piano students of Mary Beattie with a performance of Maurice Ravel's "Ma mère l'Oye" ("Mother Goose") and Antonín Dvořák's Slavonic Dances, Op. 72: No. 1.
- On 2 June 2020, graduate of CIT Crawford College of Art & Design Graduate and Access Service Staff Member, Leanne McDonagh, was commissioned by Glucksman Gallery & Cork's Midsummer Festival to participate in New Light, a project for Cork Midsummer that brings art outdoors on billboard walks across the city. Leanne is one of 8 artists to be commissioned to respond to the theme of New Light and their poster-based artworks will be displayed in five different routes throughout Cork's urban centre.
- On 12 June 2020, CIT CCAD's degree showcase was held online due to the Covid-19 crisis. The Irish Examiner featured an article titled 'Crawford Art Students: Graduating in a time of Covid-19' which focused on 4 final year students and their efforts to submit their final projects while in lockdown: Eve Russell, Blake Blakely, Darren Forde, Lily O'Shea, Sandra Pyka.
- On 12 June 2020, at the Enterprise Ireland Student Entrepreneur National finals, the Grant Thornton Emerging Business Award 2020 was awarded to 'TraumAlert', Simon Dring, a fourth year Biomedical Engineering Student. The Student Entrepreneur Finalist Excellence Award was awarded to 'EnablAid'. EnablAid is made up of a group of third year Biomedical and Mechanical Engineering students: Eoghan O'Sullivan, James O'Riordan, Rhiannon Madigan, Jack McDonnell, Ryan Thomas, Michael Cronin, Padraig Dillane, Fionan Leahy, Kieran Velon. The student teams were mentored by Prof Sean F O'Leary, Paul Keane and Hugh O'Donnell from team MBM. The Enterprise Ireland Academic Award 2020 was awarded to Prof Sean O'Leary, MBM department, for his sustained contribution to entrepreneurial education over many years.
- On 6 July 2020, as part of his PhD project, Colin Buttimer, discovered a new virus which kills bacteria (known as a bacteriophage). The virus was recently assigned a taxonomic subfamily of its own named after Cork. This new subfamily, called Corkvirinae was recently ratified by the International Committee on Taxonomy of Viruses (ICTV). Prof Aidan Coffey, Department of Biological Sciences and Colin Buttimer have recently edited a new 700-page book "Bacterial Viruses: Exploitation for Biocontrol and Therapeutics" published earlier this month.
- On 13 July 2020, Safesource Multidisciplinary team 'Self-cleaning Water Trough' was shortlisted out of 3 finalists in the Products & Services Category of the 2020 Universal Design Grand Challenge Student Awards Finals. The team members include Stephen Moroney, Patricia O'Sullivan, Evan Enright, Kieran Pyke, Darragh Bateman, Stephen Lynch, Peadar Keane, Hannah Ahern and Andrew Clarke.
- On 15 July 2020, RÍSAM scholar Sharon Butler successfully defended her thesis "Wavelength Swept Photonic Crystal Laser". External examiners included Dr Michael Strain, University of Strathclyde and Dr David Goulding, Dept of Mathematics. The viva was chaired by Dr Stephen Cassidy.
- On 6 September 2020, CIT Rowing Club member Alex Byrne and his crew won a Bronze Medal in the European Rowing U23 Championships in Duisburg, Germany.
- On 17 September 2020, the Alumni Podcast Series hosted by two CIT graduates Neasa Murphy and Mary Watson, PR and New Media Class of 2020, was launched to reconnect Alumni to their alma mater, share expertise, and celebrate successes. The first episode included Early Education graduate and founder of TeachKloud, Wendy Oke.



- On 18 September 2020, the following Culture Night events in Cork City and County involving CIT students, staff, alumni, campuses and research spaces were held:
  - The windows of CIT CCAD @46 Grand Parade were used to project video work by students of the MA in Art & Process
  - BCO held a virtual tour of the Night Sky
  - The photonics researchers at the Centre for Advanced Photonics and Process Analysis (CAPPA) gave a virtual tour of the state-of-the-art labs in the Create building
  - An hour with the Vanbrugh Quartet was held in City Hall and also online.
  - Award winning CIT CCAD Fine Art alumnus Stephen Doyle opened a solo exhibition "NUMB" in the Triskel Arts Centre
  - CIT CCAD Fine Art 2019 graduate Paul Connell premiered a new hand-drawn animation work online as part of the Cork County Council Emerging Solo Visual Artist Award exhibition currently open in the LHQ Gallery at Cork County Hall
  - CIT CCAD Fine Art 2019 graduate Roz Spencer presented an online artist talk, discussing her work Narcissus, which was recently exhibited at the Blackwater Valley Makers Arts Centre, Fermoy
- On 6 October 2020, Colm Healy, 4th Year Social Care, was the recipient of the Presidential Citation for 2019/2020.
- On 1 November 2020, Lismore Castle Arts selected graduate Natasha Pyke, 2019 MA in Art & Process, for its virtual solo exhibition. Her work was entitled And Almost I Am Back Again - Origins 2020.
- On 2 November 2020, Virtual conferring of degrees on students of CIT Cork School of Music took place. 89 graduates obtained their parchments.
- On 2 November 2020, Virtual conferring of degrees and Other Awards for the School of Mechanical, Biomedical & Manufacturing Engineering took place. There were three conferring sessions and 359 graduates obtained their parchments.
- On 3 November 2020, Virtual conferring of degrees and Other Awards for the School of Building & Civil Engineering, the Department of Physical Sciences, Department of Biological Sciences and the Department of Computer Science took place. There were five conferring sessions and 646 graduates obtained their parchments.
- On 3 November 2020, Kevin Jansson, former CIT CSM Student of Mary Beattie (piano) and Ruxandra Petcu Colan (violin), gave the opening recital at this year's Castleconnell Autumn Concert Series which was presented by Liz Nolan of Lyric FM.
- On 4 November 2020, Virtual conferring of degrees and Other Awards for the School of Building & Civil Engineering and the School of Business took place. There were five conferring sessions and 976 graduates obtained their parchments.
- Four students from CIT CCAD's Dept of Fine Art & Applied Art: Cathy Bacon, Lily O'Shea, Natasha Pike and Sandra Pyka were shortlisted for RDS Visual Art Awards on 4 November 2020.
- On 5 November 2020, virtual conferring of degrees and other awards for the School of Humanities, the Department of Mathematics and the Teaching & Learning Unit took place. There were four conferring sessions and 509 graduates obtained their parchments.
- Clara Janin, an MSc Marketing Practice student on placement with ApisProtect, received the Cork Chamber Best Digital Marketing Student Award 2020 on 5 November 2020 for her work to promote ApisProtect as experts in the beekeeping technology industry.
- On 6 November 2020, virtual conferring of degrees and other awards for CIT Crawford College of Art & Design took place. There were three conferring sessions and 138 graduates obtained their parchments.
- On 6 November 2020, virtual conferring of degrees and other awards for the NMCI took place. 33 graduates obtained their parchments.
- On 11 November 2020, Lydia Morgan, graduate of Interior Architecture won the 2020 Universal Design Grand Challenge Award for Architecture.
- On 19 November 2020, Virtual CIT/UCC Joint Conferring Ceremony took place. 86 graduates obtained their parchments.
- Graduates of CIT's new MBA (Strategy) were conferred with their awards in a virtual ceremony on 4 November 2020.
- On 15 December 2020, the Rísam Scholarships for 2019 and 2020 were awarded:

#### **Rísam Scholarship Awardees 2020**

Caolan Cullen, Biological Sciences  
 Jennifer Jones, Biological Sciences  
 Maija Kisite, Biological Sciences  
 Alex Morris, Biological Sciences  
 Monica Murphy, Biological Sciences  
 Peter Myintzaw, Biological Sciences  
 Finbarr Buckley, Physical Sciences



### 3.12 Student Ombudsman

The Governing Body approved the Student Grievance Policy at its meeting of 1 July 2010. This policy required the establishment of a new role of “Student Ombudsman” in CIT and set out terms of reference for this role reporting to the President.

The Student Ombudsman advises and assists students with the resolution of difficulties, complaints or grievances involving staff or services of the Institute in an informal manner.

The services provided by the Student Ombudsman may refer relevant student issues for resolution by those services as appropriate.

All enquiries to the Student Ombudsman are confidential, except in cases of serious threat to life or property.

#### Appointment of Student Ombudsman

Nominations were sought from the academic staff. The appointment of the following was made by the President following a review which included the Registrar & Vice President for Academic Affairs, and the President of the Students’ Union.

- Mr Paul Sliney, retired member of the academic staff appointed from 24/9/2010 to 31/1/2012.
- Mr Kevin Kelly, retired member of the academic staff appointed from 1/2/2012 to 31 January 2013.
- Mr John P. Murphy, retired member of the academic staff appointed on 1/2/2013.
- Mr Jim Walsh, retired member of the academic staff appointed on 1/11/2018.

### 3.13 Access Service Report

Equity of access to higher education is a key objective of Irish education policy. The vision of the National Plan for Equity of Access to Higher Education (NAP) is to ensure that the student body entering, participating in and completing higher education at all levels reflects the diversity and social mix of Ireland’s population.

Cognisant of its diverse student population, CIT is committed to providing an inclusive learning environment for all students. The Institute’s Strategic Plan (2018-2023), Mission-based Performance Compact with the Higher Education Authority (HEA) (2018-2021) and Academic Strategy (2019-2023) are all underpinned by this commitment. Spear-headed by its Access Service, the Institute engages in an extensive programme of outreach activities as well as delivering a range of pre-entry, entry and post-entry support programmes to target under-represented groups.

CIT Access Service is committed to widening participation, increasing access and supporting positive educational outcomes for under-represented groups. The Access Service is strongly committed to providing a high quality, professional and student-centred service. This is achieved by a strong commitment to the principles of social inclusion and by working locally, regionally and nationally in partnership with key stakeholders.

The Access Service provides a range of supports for student groups who are under-represented at third-level. We support;

- students with disabilities,
- mature students,
- Further Education award holders,
- students who experience socio-economic disadvantage and
- members of minority ethnic groups.

The Access Service provides a wide range of pre-entry, entry and post-entry supports that facilitate access and enhance the academic experience and learning outcomes of the students who engage with the Service. Supports include: personal, academic, and financial supports.

#### Executive Summary

The 2019-20 academic year was eventful, unprecedented, challenging, and towards the end, very uncertain. The beginning of the academic year started with great tempo. There were a number of new initiatives that were in place and allowed for access activity to expand and meet growing demand. The Programme for Access to Higher Education (PATH) Funding (PATH 3) received through the HEA allowed for additional staff to be put in place for access projects and new initiatives were commenced in both the Traveller Education and Disability Transitions space.

The Higher Education Access Route (HEAR) programme was successfully launched in CIT in September 2019. This was largely a positive experience for the CIT Access team, students, teachers and parents. We had the experience of working with the Disability Access Route to Education (DARE) scheme for many years and by joining the Higher Education Access Route (HEAR) scheme it allowed for CIT to be part of a widely recognised, well regarded national scheme. Prospective students were familiar with the HEAR scheme and being part of it made the process much simpler for students, parents and teachers. CIT management approved the appointment of an additional staff resource to assist with the coordination of the HEAR scheme, which made a significant difference in terms of managing the additional workload.

There was a recognition amongst the Access team that academic research in relation to widening participation and access is particularly useful to professional Access practitioners. The Mature Student Officer and the Access Officer initiated a book club for the review of scholarly articles relating to Access.

The global pandemic that hit the country in March 2020 severely impacted on activity, events, student engagement and student performance. You will see references, throughout this report, to planned activities that had to be cancelled/postponed. Staff within the Access Service faced a huge challenge in moving our services from one which was very focused on face to face contact and engagement at pre-entry and post-entry, to one which had to be delivered remotely. Staff rose to this challenge and the team continued to engage and provide services to students remotely. Unfortunately, most of our pre-entry planned activities had to be cancelled, as schools were closed and opportunities to engage with students and teachers were very limited as they tried to prioritise online teaching for their students. The Prison programme, which was well under-way was another casualty of the pandemic, as we could not gain access into the prison.

Student engagement during the lockdown at post-entry level was challenging. For those students who did engage, we learned that technology and a suitable study environment was an issue for some. Anecdotally we learned that some students were completing assignments and course work from their phones, or sharing technological devices with other family members. For others, the home environment was not conducive for study, with no quiet space being available within the home. Other feedback included the volume of work being directed to them at home, some struggled with the increase in assignments.

The past academic year has been a year like no other. Although presented with hurdles that could not have been imagined, there has been some positives from the experience. The pandemic has forced us to review our processes and procedures in a different light. For example, the Student Assistance Fund (SAF) application procedure was moved online, which had been in the pipeline for many years, but now because of the focus on providing supports remotely, will be available to students for September 2020. Also, the Disability Support Officer and the Disability Support Services (DSS) team were very involved in the development of a Supports Online Document and Alternative Assessment procedure, which will provide opportunities for developing universal design for learning principles to assessment going forward. These are two examples where the pandemic has led to the development of practices that will have positive impacts for access students going forward.

The Access team realise that the next academic year will continue to present challenges and will result in us engaging with students in a different way. Our priority will continue to be supporting our students and our stakeholders, in an effective and safe manner.

## Access Review

A strategic review of the Access Service was initiated during the academic year. The Review went to tender with PricewaterhouseCoopers winning the contract. The Review aimed to evaluate the CIT Access Service and its future development in the context of national strategic priorities on social inclusion, widening participation and increasing access.

PwC engaged with senior managers, Access staff, students and other internal and external stakeholders in the process. The Report was presented by the Registrar and Vice-President for Academic Affairs to the Institute Executive Board of CIT.

Recommendations from the Report include, establishing new structures to ensure the delivery of the National Access Plan goals, clarify the alignment between Access and Equality, Diversity and Inclusion within the Institute and establish structures to support the direction and coordination of adult education and community learning at an Institute-wide level.

## Equality, Diversity and Inclusion Week

The Access Service and the Teaching and Learning Unit, in association with the Athena SWAN Office, Human Resources and International Office, collaborated to organise CIT's first Equality, Diversity & Inclusion (EDI) Awareness Week.

As part of CIT's Strategic Plan 2018-2023, inclusivity is specifically listed as the first of our five core values. With this in mind, a programme of events was organised, combining contributions from staff, students (both current and former) and some invited guests, to raise awareness and promote a culture of inclusion, diversity and equality where both staff and students are respected and valued across the Institute.

## Prison Programme – Education Awards nomination

CIT, Cork Prison and Dillon's Cross Project collaborated on an educational programme for prisoners and their families. A lecture series is designed annually with delivery from volunteer academic staff from CIT. Participants are provided with lectures on a wide range of subjects such as culinary studies, leadership in sports, early childhood studies and entrepreneurship.

The objective of the programme is to promote further educational opportunities and present positive learning pathways as alternatives to a life of crime for all participants.

### Outcomes of the Prison Programme

- Raised awareness of educational opportunities for prisoners and their families.
- A deeper understanding by CIT staff of the challenges that face prisoners and their families.
- Greater collaboration between the organisations.
- A lecture series for prisoners and their families, which leads to increased awareness of educational pathways and career progression.
- An intervention that attempts to put positive future options in place for prisoners.

The programme was piloted in 2018. Following feedback, a revised programme was delivered in 2019. In early 2020, we learned that we were shortlisted and became runners up for the Best Education Outreach Award category for the Education Awards 2020.

Following consultation with the prisoners and staff in the prison, Culinary Studies was identified as one of the areas that was of particular interest to prisoners.

The Prison Programme was underway to provide a level 6 Special Purpose Award in Practical Cookery Skills. Collaboration had taken place between the Prison Service, the Head of Dept of Tourism and Hospitality, Dr Noel Murray and the Access Service. Mr JJ Healy, Dept of Tourism and Hospitality, was identified to deliver the Level 6 Special Purpose Award in Culinary Studies to prisoners.

## Learning City and Learning Neighbourhoods

Cork Learning City aims to empower citizens by giving access to and supporting all of our citizens to take up any learning opportunities, at any stage, throughout their lives. Cork Learning City supports inclusivity and sustainable development that will benefit all. Cork Learning City plays host to six active Learning Neighbourhoods, all coming together to celebrate and encourage learning experiences within their communities. Other pillars of the Learning City initiative include

- The Lifelong Learning Festival
- Workplace Learning
- Learning Lab (Research)

The city wants to strengthen its commitment to building a learning city and to join a global initiative consistent with its local activities. Education and Lifelong Learning is regarded by Cork as a key means to reduce inequalities and improve social inclusion.

CIT hosted a **Learning Workplaces Breakfast** on behalf of Cork Learning City in September 2019. There were over 80 attendees from companies and organisations throughout Cork and they were unanimous in their appreciation of the event and their positive experience in CIT. The event saw a number of learners from a variety of workplaces offer really moving personal stories about the impact that flexible and work-focused opportunities for learning had on their lives.

This event was organised by CIT Extended Campus and supported by the Access Service.

### Learning Lab - Research Sub-Group

The Learning City Research Group has been established to provide opportunities for analysis, evaluation, review and research, so that models of good practice can be identified, theories can be tested and policy can be influenced. The research group will provide a forum where research on learning activities across the city can be identified and where gaps in knowledge can be highlighted.

### Sanctuary NASC Training Event for Staff

CIT was in a position to offer three Sanctuary Scholarships for incoming first years in 2019. CIT waived the fees for these students and Tomar Trust provided the funding to support these students. It was a very steep learning curve for the Access team and we were very grateful to receive a lot of support from our colleagues in the Equality Diversity and Inclusion Unit in UCC.

In order to increase staff knowledge on the rights and entitlements of migrants and refugees, Fiona Hurley, Policy and Communications Manager with NASC, was invited into CIT on 5 November 2019 to deliver an information briefing to CIT staff and UCC staff. Fiona subsequently accepted the invitation to sit on the CIT Assessment panel for Sanctuary applications.

### Equitable Access to Higher Education - Edinburgh

The Access Officer applied for the opportunity to be involved in the Asia-Europe Foundation (ASEF) Capacity Building Training on Equitable Access to Higher Education. 217 applications for the training were received and 23 people from across Europe and Asia were offered places to attend. Deirdre Creedon, Access Officer, was the only Irish delegate to be given the opportunity to attend. The training provided the Access Officer with an opportunity to learn from best practice in other contexts and an opportunity to share with the team the learning from the programme. The 'Capacity Building training on Equitable Access to Higher Education' training was organised by the ASEF and the National Education Opportunities Network (NEON) and the University of Edinburgh for World Access to Higher Education Day 2019 (26<sup>th</sup> November 2019).

The aim of the training was to equip managers in higher education institutions in Europe and Asia to be able to advance equitable access and success in their institutions. Participants completed the training with a key combination of practical solutions they can implement in their institutions and new networks which can strengthen their equity work.

### SOAR – PATH 2 and PATH 3 HEA Funded Access Initiative

The National Plan for Equity of Access to Higher Education 2015-2019 sets out five goals to support increased access and participation in higher education by under-represented groups. Goal 5 of the plan reads "*To develop regional and community partnership strategies for increasing access to higher education with a particular focus on mentoring*" with corresponding objectives. The Department of Education and Skills established the PATH Fund to support the implementation of the National Plan, the fund is managed by the HEA and has various strands. The 1916 Bursary Fund scheme is funded under PATH Strand 2; it was established to encourage participation and success by students who are most economically disadvantaged and who are from communities significantly underrepresented in higher education. PATH Strand 3 provides funding to support the objectives of Goal 5 of the national plan.

### Project Implementation

Project structures have been strengthened with consolidation of existing partnerships and creation of new collaborations; significant progress in project development and delivery has been achieved in each of the four project work streams:

1. **Travellers in Education** have maximised opportunities presented through the SOAR Project for successful collaboration. A Traveller Graduate Network was launched and a Traveller Work Experience Programme is in the final development phase. Collaboration with a local National Traveller and Roma Inclusion Strategy (NTRIS) project resulted in delivery of a traditional Tinship training project for young Traveller boys. A new Traveller mentor training programme devised in response to community needs is in development.
2. **Enabling Transitions** has seen Assistive Technology training delivered to almost 500 school students, staff and community project personnel. CIT has engaged in a comprehensive stakeholder consultation to develop a robust, evidence-based and student-centred Transitions Programme for students presenting on the autism spectrum.
3. **Connecting Communities, Connecting Curriculum** focuses on mentoring as a means of supporting access to higher education and has secured a partnership with Cork Learning Neighbourhoods to develop a Community-Based Mentoring Programme through accredited Mentor training.
4. **PATH 2 1916 Bursary Fund** blended with PATH 3 to harness project synergies and established a Central Unit that successfully managed the roll out of the 1916 Bursary Fund on behalf of the cluster for the 2019-20 academic year.

## CIT Access Linked Schools Programme

### Overview of the programme

The Access Service Linked Schools Programme works in partnership with school staff, local communities, CIT staff and students from primary and secondary schools to support greater participation by students who are underrepresented in higher education. The CIT Access Service works with 22 post primary schools across Cork City and County.

### New Developments

#### HEAR Coordinator

Following on from last year's request for a staff resource for the HEAR programme, the position was advertised and interviewed for in November 2019. Christine Nolan was appointed to the role of HEAR Coordinator (FT- 2 Year Contact) as the third staff member on the school's team from 20 March 2020.

## CIT GrubHub

The CIT GrubHub is a collaborative initiative of the Access Service, Buildings and Estates, and Chaplaincy. The St Vincent de Paul are an external partner who fully stock the food press on a weekly basis. The Department of Tourism and Hospitality, this academic year, facilitated one element of the programme, CookIT a cookery demonstration series, by allowing the use of the Demonstration Kitchen.

## Higher Education Access Route (HEAR)

HEAR is a scheme that offers places on reduced points and extra college support to school leavers (who experience socio-economic disadvantage) from socio-economically disadvantaged backgrounds. CIT piloted the programme for the first time in 2019.

CIT had its first intake of HEAR students for the 2019/20 academic year. 132 students were offered HEAR places to commence a programme of study in CIT;

- 118 Registered students
- 5 students deferred their place
- 2 students didn't present at registration
- 7 students withdrew during the year (one in semester 1, 6 in semester 2)

## March 2020 Onwards – Unexpected Changes to our Programme

### Pre-Entry:

Due to the current health pandemic, much of our planned work and events for semester 2 events did not proceed as planned, which has had a significant impact on our engagement numbers, particularly at pre-entry level. CIT Access Service staff left campus on 12 March 2020 to work from home, and continue to do so in line with Government regulations.

Initially, after closing the office on campus, our priority was to support Leaving Certificate and Junior Certificate students. Having liaised with our colleagues in UCC PLUS+ it was decided, due to a large volume of correspondence being sent to teachers and guidance counsellors, to issue joint correspondence offering supports for Leaving Certificate students in our Linked Schools, where required. The following was presented to our Linked Schools, in collaboration with UCC Plus+

- Study Planner for students of Linked Schools
- A Students Guide to Learning from Home
- 'Mind Me, Mind You' video series with Dr Eithne Hunt & UCC Skills Centre
- Joint correspondence to Linked Schools in order to avoid duplication of information
- Joint social media posts

Based on feedback from our Linked Schools, our joint approach worked well and didn't add to the Guidance Counsellors' workload, while keeping clear lines of communication open with both CIT Access and UCC PLUS+ if assistance was needed.

### Post Entry:

While the current situation has changed how we engage with our students we were fortunate to have had many opportunities to engage with HEAR students throughout the academic year 2019/20.

The project coordinators continued to stay in contact with current students in an effort to offer support and information where required. This involved emails, texts and virtual meetings. The project coordinators continued to be available throughout the summer months via email, text or phone/virtual call as necessary. Daily updates on social media encouraged students to stay in contact, to be mindful of their well-being and to engage in support services where required. Additionally, a number of documents with hints and tips relating to studying at home and preparing for exams were developed by the Access Service and distributed to students, as required.

## Traveller Education

Through PATH funding, CIT was in a position to appoint a part-time Traveller Education Coordinator. Leanne McDonagh was appointed to the role in March 2019. Leanne is a member of the Traveller Community, and also a graduate of CIT CCAD. She is uniquely positioned to work on this brief and has already commenced projects which involve developing traveller student networks, inclusive art programmes, pre-entry traveller initiatives, etc.

Leanne was ably assisted by Breda Hogan, Access Intern. Breda, also a member of the Traveller Community was a great asset to the team, as she became a second role model for the prospective students they engaged with. Breda shared her educational journey with students, parents and teachers, highlighting the educational opportunities and supports available for members of the Traveller Community.

- Traveller Graduate Network
- Work Placement Programme
- Traveller Art Programme (Interagency)

### Science for Life

This programme has been a CIT Access Service initiative since 2009. The main aim of the programme is to encourage, support and motivate students to study science at junior and senior cycle level in post primary schools and to study science at third level.

The Science for Life programme continued to offer Access Linked Schools a programme of initiatives to support science education and increase awareness of science opportunities in CIT to prospective students, with the eventual hope that they may consider STEM roles as a potential career. One of the biggest achievements of the academic year was the successful application to Science Foundation Ireland's Discover Programme Fund. Science for Life was awarded almost €300,000 in January 2020 through the Discover Programme Fund. Sharon Lawton and David Hodge co-wrote a funding application to SFI, this is the second time they have been successful with SFI and the VEX Robotics programme. This funding will enable the VEX programme to continue to grow exponentially in the future, with the aim of providing sustainability.

- Maths Week
- Dojo Mór
- Munster Maths and Science Fair
- Science Buddies
- Science Week Art Exhibition
- January Labs
- Sci Fest

### VEX Robotics

CIT in partnership with Dell Technologies Cork, Institute of Technology Tralee, Mary Immaculate College in partnership with Dell Technologies Limerick, Carlow Institute of Technology, Letterkenny Institute of Technology, Dundalk Institute of Technology, Waterford Institute of Technology and Offaly County Council in partnership with the County Libraries in Offaly. Over the last 24 months these event partners have all hosted their own regional finals and sent teams to compete in the national finals in CIT. In Ireland 20 regional and national competitions took place with over 7,000 students taking part.

## Mature Student Programme

### Overview

CIT invites applications from mature students for all full-time undergraduate programmes each year. A mature student is categorised as anybody applying for a full-time undergraduate programme of study who is 23 years of age by 1st January on the year of entry. Mature students in full-time undergraduate programmes in 2019-2020 made up 7% of the total student population of full-time students in CIT. The gender breakdown of mature students was 67% male and 33% female. There was an intake of 163 mature students into first year in CIT in 2019 (as of Nov 1st 2019).

### Data Trends

Applications from mature candidates to Higher Education have been decreasing nationally in the past number of years.

CIT received 1,031 applications from prospective mature students for the 2020/2021 academic year, compared with 1,116 applications for the 2019/2020 academic year. Of the 1,031 applications, 277 mature applicants indicated they had a QQI qualification.



## Maths Initiatives:

### Maths for Matures Programme

The CIT Maths for Matures Programme which took place in February 2020, is a 22-hour elementary mathematics programme, including an assessment of the work covered on the programme, and a feedback session. A total of 23 students registered for the Maths for Matures Programme in 2020 with 21 students attending the programme and a total of 20 students completing the programme and taking the exam.

### QQI Maths Programme - May 2020

As a result of the college closure due to Covid 19, the QQI Maths Programme was delivered remotely this year. The programme included a mixture of synchronous and asynchronous delivery and was delivered by Ms Patricia Cogan, Dept of Mathematics.

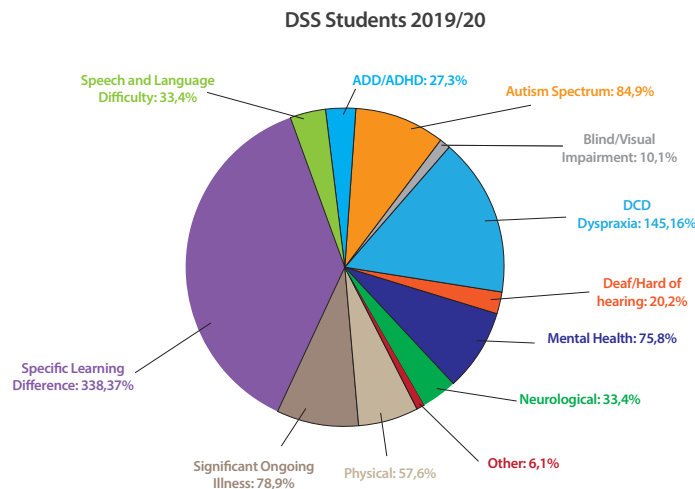
This programme was delivered for QQI students who wish to meet the minimum maths requirement for entry into programmes of study in the Business and Humanities field in CIT in September 2020.

### Disability Support Service (DSS)

The Disability Support Service (DSS) supports students who require reasonable accommodations/ support to successfully access the educational curriculum in CIT and to empower students to become independent learners and achieve their academic potential. CIT DSS offer supports to students across all CIT campuses including full-time, part-time, undergraduate and postgraduate, Erasmus/International students, and craft apprentices.

**The DSS numbers have increased to 906 in 2019/20 from 844 in 2018/19 representing 7.1% of 2019/20 CIT students.** Both CIT and national figures have continued to rise for a number of years and this highlights the need for adequate and additional resources to enable the DSS and CIT to support the students who require reasonable accommodations/ supports.

**In 2019/20 there was an increase of 5.7% in total DSS students from 844 students in 2018/19 to 906 in 2019/20.**



### Exams Supports

A total of 812 students received exams supports in 2019/20.

#### Exam Supports during Covid-19

With the closure of the campus on 12 March 2020, exam supports had to be revised to work remotely. The CIT DSS worked with the TEL and Student Services to establish remote exam supports - promoting the use of assistive technology where possible. This was emailed to students and staff and available on the CIT DSS webpages: <http://www.mycit.ie/exam-supports-online>

The DAWN (Disability Advisors Working Network) is reviewing practices by colleges and producing national guidelines on reasonable accommodations for remote/online exams.

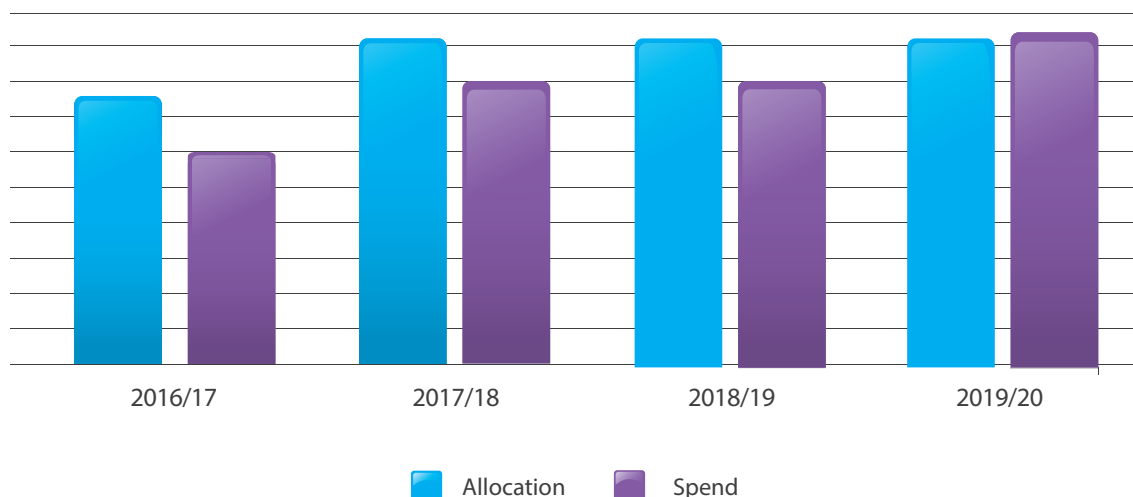
### Craft Apprentices

57 craft apprentices applied for DSS supports over 2 blocks in 2019/20. Term 3 2019/20 (April – June) did not take place due to Covid-19. While closure of campus on 12 March 2020 meant the total numbers of apprentices decreased in 2019/20, there was an increase in numbers per block in 2019/20 compared to 2018/19.

## Financial Support

The main source of financial support available to students outside of the national SUSI scheme is the European Social Fund (ESF) Student Assistance Fund. The Student Assistance Fund (SAF) provides financial assistance for full-time students who are experiencing financial difficulties while attending college.

### SAF Allocation and Spend



In 2019/20, 381 students were supported through SAF. A further 68 students were supported through the Hardship 2 Fund. 36% of the students availing of SAF financial support in 2019/20 were mature students.

A smaller fund exists in CIT known as the Hardship 2 (H2) Fund. This fund provides support to students who, because of restrictions / ineligibility, cannot be funded out of the ESF SAF. Students who have difficulty with the payment of fees and repeat students are predominantly the students supported through this fund. In this academic year, there was an increase in the number of students availing of this fund, 68 students (48 in 2018/19) have been assisted through the hardship fund and the total amount paid was €50,941.52.

### Tomar Trust Funding

In 2018/19 Tomar Trust committed funding to support CIT students who are experiencing severe financial hardship. This funding allowed CIT to pilot the Sanctuary Scholarship programme. The fund provides these students and others who struggle financially to continue their studies. In 2020, Tomar Trust raised the amount of support from €50,000 per year to €60,000 per year for 2020 and 2021.

### PATH 2 Funding – 1916 Bursaries

The 1916 Bursary Fund was announced in 2018 by the Minister for Education and Skills. The purpose of this funding is to encourage participation and success by students from sections of society that are significantly under-represented in higher education due to socio-economic disadvantage. The South Cluster of Higher Education Institutions (HEIs) has been awarded 35 bursaries in total. Seven bursaries were available for CIT students.

#### In 2019/20

**The total spend on financial support to students through SAF, H2 Fund and the 1916 Bursaries was €630,666.52 with 470 students being supported.**

(In 2018/19, it was €511,815. 454 students availed of funding)





*CIT Blackrock Castle Observatory*

## **4. Research, Innovation & Entrepreneurship, External Engagement & Extended Campus Activities, Alumni Engagement, International & EU Activities and Technology Enhanced Learning**

Cork Institute of Technology

- 4.1 Research
- 4.2 Research Publications
- 4.3 Innovation and Entrepreneurship
- 4.4 External Engagement and Extended Campus Activities
- 4.5 Alumni Engagement
- 4.6 International & EU Activities
- 4.7 Technology Enhanced Learning



## 4.1 Research

### Research Metrics

The research metrics/outputs for 2019/20 are summarised in the table below.

Field-weighted citation index is 1.54 or 54% above the global baseline (defined to be 1.00).

Metric	Reported Number
New Research Funding Projects awarded (National)	211
New Research Funding Projects awarded (EU/Intl)	34
Research projects with substantial industry involvement awarded	77
Journal Publications (peer reviewed)	212
Journal Publications (other)	49
Conference Publications (peer reviewed & other)	180
Book reviews	10
Invited presentations	85
Major Seminars, colloquia hosted	17
Large Outreach events involving public (>100)	435
Conferences chaired/hosted	15
Awards/Recognition	14
Artistic/Performance outputs	Numerous CSM and CCAD

### COVID-19 Response

**CIT's Research Community** reacted very swiftly in engaging and organising many initiatives to assist with the response to the Covid-19 pandemic. The Research Office formed a Covid-19 Research Solutions multi-disciplinary forum which met via MS Teams once a week to explore potential funding and research outputs. As a result of this initiative, a multi-disciplinary team led by Dr Niall Smith, Head of Research and Head of BCO, and including researchers from BCO, CAPPA and Biological Sciences, submitted a successful proposal entitled **MASK (Making Aerosol Safety Know)** in response to the Science Foundation Ireland Covid-19 Call.

The team also contributed to the NSAI (National Standards of Ireland) definition of standards for barrier masks. This led to CAPPA researcher Dr Steven Darby being appointed to the Irish Delegation for the European Committee for Standardization (CEN).

The Research Office issued a weekly survey so that the research community could identify any issues that they were experiencing as a result of the pandemic. This in turn provided the Institute's Covid-19 Response Team with the information needed to put the necessary supports in place.

Dr Brigid Lucey, CIT BioExplore Research Group, who is the current President of the Academy of Clinical Science and Laboratory, led a collaborative effort with colleagues in UCC, Teagasc, CUH, UL and Eli Lilly to successfully develop an effective lysis buffer formula for a key component of the Covid-19 testing process. This is one of the integral parts of the Covid-19 test. The agent not only strips the virus to be analysed from the respiratory secretions in the test sample but it also renders the highly infectious viral agent safe in a laboratory environment. The formula was able to be mass produced in Ireland and was made available to other countries worldwide to alleviate the global shortage of testing agents for the virus.

#### **3D Printing face shields for Irish health care workers:**

MeSSO (Mechanical energy System Simulation Optimisation) Researchers Dr Andrew Cashman, Dr Michael D. Murphy & Paddy McGowan joined the efforts of the Benchspace consortium with the aim of providing high quality face shields to frontline medical professionals. MeSSO focused on the manufacturing of PLA headbands using 3D printing technology and committed five 3D printers to the full-time production of over 500 face shields.

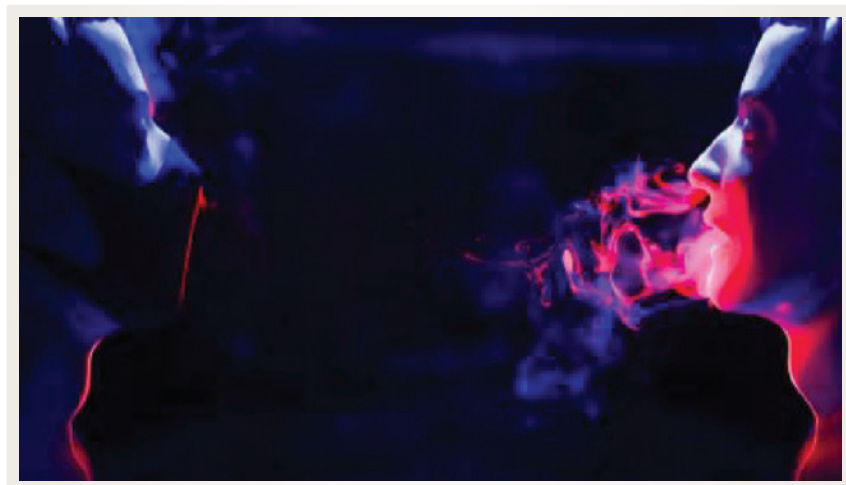
The consortium had over 230 printers nationwide, producing >1,300 face shields per day resulting in the manufacture of more than 13,000 for the HSE. Further optimisation of the printing process was also conducted by MeSSO in order to maximise product output while maintaining quality. MeSSO researchers recognised some issues with the original design during in-house physical testing and developed a design modification. Numerical modelling was employed to inform a redesign which was shared with the group. MeSSO also engaged with HSE procurement who requested a design option for the rapid design and manufacture of single piece visors that could be manufactured by existing medical device companies. MeSSO developed a design for a single piece visor, engaging with our extensive network of manufacturing companies throughout Ireland to help review the design and to optimise it for their manufacturing processes.

Researchers at CTC (Clean Technology Centre) compiled the data and formulated a new report published by the EPA which presents the findings from a small-scale research study on the main environment-related impacts arising from the COVID-19 experience in Ireland, both positive and negative. While focused primarily on the environmental effects, related effects such as changes in consumption, which have knock-on environmental impacts are also included.

Rapid-response to Ireland's Covid-19 challenges via intellectual and data-gathering assistance from Biological Science postgraduate students in the CREATE Research facility - Malgorzata (Gosia) Borowska, Maija Kisiste and Sara Arroyo-Moreno. The request from the HSE was for the volunteers to find as much information as possible relating to any commercial testing kits for Sars-CoV -2/ Covid-19 that were available worldwide. Gosia, Maija and Sara enlisted the help of their fellow researchers in CIT (Jennifer O'Leary, Zsuzsanna Boglarka Krkos, Jennifer Jones, Laura Nyhan, Colm Shanahan, Lisa O'Sullivan and Caoimhe Lynch) and their friends Dr Colin Buttimer and Dr Francesca Bottacini in UCC. Their spreadsheet, produced in just 3 hours, provided detailed information on 35 commercial kits and was returned to the HSE on the same day via the Academy of Clinical Science and Laboratory (ACSLM). In the database, the researchers had included information about the manufacturers, any subsidiaries of each company, their distributors, any regulatory support relating to the kits, any extra pertinent information available on each kit and information on the type of equipment needed to run each type of test.

#### **Science Foundation Ireland's Research Image of the Year**

Dr Niall Smith, Head of Blackrock Castle Observatory and Head of Research, was recognised by SFI for the SFI Research Image of the Year 2020 (6th Nov 2020). The image, entitled "Talking Heads", was produced by a team of researchers in BCO, CAPPA and BioExplore investigating the effectiveness of mask materials in relation to preventing the spread of aerosol droplets. The MASK (Making Aerosol Safety Known) project was funded under SFI's Covid-19 Rapid Response Funding Call. Dr Smith presented on this subject at the online THEA Colloquium on 19th Nov 2020.



#### **Senior Academic Leadership Initiative (SALI)**

CIT was successful in its submission for a new post, the Chair of Cyber Security under the Higher Education Authority Senior Academic Leadership Initiative which is aimed at taking positive action to accelerate gender equality goals and objectives in higher education institutions (HEIs) in Ireland.

Dr Donna O'Shea was appointed to the post following an externally advertised competition and interview process. Dr O'Shea is a graduate of the Department of Computer Science, and went on to complete a research master's degree before finishing her PhD under the supervision of Prof Dirk Pesch. Prior to joining CIT in 2013 as an Assistant Lecturer, Donna worked for five years as a Software Developer at IBM Cork. During her career to date in CIT, Donna has led the Riomh Research Group which has a growing number of PhD students and is focused on intelligent secure systems. Under SFI CONNECT II she is a Funded Investigator in the area of cyber security and a Principal Investigator in the SFI CONFIRM centre. She is also a named supervisor under the SFI Centre for Research and Training (CRT) and has held the role of Head of Department of Computer Science since June 2019.



## Research Entity Designation

The **V-LINC** (Visualisation of Linkages in Networks and Clusters) Research Group and the **Halpin** Research Group were both formally designated through the Institute's Research Designation Process. V-LINC research focuses on specially designed software to map, analyse and evaluate current and potential links and relationships between different actors within economic ecosystems and value chains. Halpin focuses on the research areas of Maritime Safety, Security & Defence Operations and Maritime Mechatronics, and has expanded more recently to include Learning Development & Blue Growth.

## Highly Cited Researchers™ 2020 list

**Dr Mubashir Rehmani** in the Department of Computer Science has been selected for inclusion on the annual Highly Cited Researchers™ 2020 list from Clarivate. Dr Rehmani's work focuses on wireless networks, blockchain, cognitive radio networks, and software defined networks. He has written over 100 peer-reviewed articles of which 12 feature among highly cited articles by Clarivate. His performance in this context features in the top 1% in the field of Computer Science. His research work has been recognized internationally and he is the recipient of several Best Paper awards. The highly anticipated annual list identifies researchers who demonstrated significant influence in their chosen field or fields through the publication of multiple highly cited papers during the last decade. Their names are drawn from the publications that rank in the top 1% by citations for field and publication year in the Web of Science™ citation index.

## Fulbright Scholar

Dr Michael D. Murphy, Principal Investigator in the MeSSO Research Group and Lecturer in the Department of Process, Energy and Transport Engineering, was awarded a prestigious Fulbright Scholarship to carry out collaborative research in the Department of Civil, Environmental and Architectural Engineering at the University of Colorado, Boulder and in the United States National Renewable Energy Laboratory. Michael's work focuses on novel simulation and optimisation techniques for the integration of next-generation heating and cooling systems in the built environment. The optimal design and operation of urban heating and cooling systems will aid in the development of new highly efficient and cost-effective thermal systems with substantial reductions in associated carbon emissions.

## SFI Centre for Research Training Update

The SFI Centre for Research Training in Advanced Networks for Sustainable Societies welcomed the first cohort of seven PhD students to Nimbus.

## ISO 9001

**Halpin** became the second research centre in Ireland to gain ISO 9001:2015 quality management system accreditation in 2019. Halpin underwent a very successful audit in May of 2020 reporting no non-conformities and receiving special praise from the auditor for their work in retaining a high standard within the quality management system.

## MOU (Memo of Understanding) in Space-related Activities

On 7<sup>th</sup> December an MOU was signed by the Presidents of CIT and WIT to formally announce a collaboration in space-related activities. Known as SEE-Space, this development is based on many years of developmental work at BCO and the TSSG (Telecommunication Software and Systems Group) research centre in WIT.

**Blackrock Castle Observatory** coordinates Ireland's Space Week (Oct 4<sup>th</sup> to 10<sup>th</sup>) annually and this year it broke all previous records with over 400 events across 19 counties involving over 60,000 participants, making this also the third largest Space Week festival globally.

## Funding Highlights

- **Nimbus** researchers Dr Susan Rea and Dr Alan McGibney were awarded a project (DENiM) valued over €11 million from the European Commission through the Horizon 2020 Technologies for Factories of the Future programme. DENiM "Digital Intelligence for Collaborative Energy Management in Manufacturing" - 48-month, 11.2M€, 17-partner project involving 8 countries is coordinated by Nimbus and will bring funding of €1.5M to CIT. Of note, the project was ranked joint first out of all the proposals submitted to this highly-competitive funding call and will be the first Factories of the Future project to be coordinated by an Irish organisation.
- **CAPPA** is Co-ordinating 2 EU H2020 Projects (PASSEPARTOUT & OPTAPHI): The €3.7M European Double Degree Programme OPTAPHI (Optical Sensing using Advanced Photo-Induced Effects, [www.optaphi.eu](http://www.optaphi.eu)), for which CAPPA are the coordinators, launched in January 2020. A Marie Skłodowska-Curie Initial Training Network, it establishes joint-degree programmes with 4 other institutes and is the first H2020 project to bring >€1M funding to CIT in a single project. CAPPA are also coordinators on the €7M ICT Innovation Action project PASSEPARTOUT ([www.passepartout-h2020.eu](http://www.passepartout-h2020.eu)), which will develop compact photonic sensors for urban pollution monitoring. The project involves 18 partners and launches in January 2021.

- **CAPPA** was awarded new funding in excess of €3.35M (total project value >€10M), with >€350k industry contribution. The total value of ongoing projects was in excess of €30M, including, inter alia, 4 Horizon 2020 projects, an EI Technology Gateway, partner in an SFI Research Centre (IPIC), and a DTIF project.
- The **NutRI research group** has gained extensive funding this year including being the lead on a multi-centre DAFM funded award of €1.24M investigating the dietary intake of Irish adults complementing other similar work within the research group on children and teenagers.

### Highlights

- Dr Mubashir Rehmani's authored textbook "*Blockchain Systems and Communication Networks: from Concepts to Implementation*" has been accepted for publication by Springer.
- Dr Mubashir Rehmani's co-edited book "*Next Generation Wireless Terahertz Communication Networks*" with researchers from LYIT and WIT was accepted for publication by CRC Press - Taylor and Francis Group – Routledge, UK.
- CAPPA article featured on the cover of the Feb 2020 issue of the IEEE Journal of Quantum Electronics.
- EdTech article referenced in the National Institute for Digital Learning's annual international list of top ten journal articles in the ed-tech field.
- EdTech/TEL researchers The Technology Enhanced Learning Department was responsible for the instructional design and development of online continuing professional development (CPD) course in the area of online teaching. The course was developed in conjunction with collaborators from the Royal College of Surgeons and the University of Limerick and was a notable success in terms of its popularity, its positive reception and in terms of its mainstream impact with it now being offered as a mainstream CPD across a number of Irish HEIs. As a funded initiative of the National Forum for the Enhancement of Teaching and Learning, the course also allowed successful graduates to claim a specially designed digital badge to recognise their learning. A research article based on the course delivery – co-authored by head of department, Dr Gearóid Ó Súilleabháin – appeared in the Australasian Journal of Educational Technology (h-index of 40).
- BioExplore Principal Investigator Prof Aidan Coffey and PhD student Colin Buttimer edited the 700-page book "*Bacterial Viruses: Exploitation for Biocontrol and Therapeutics*" which featured their recently discovered bacteriophage (a virus which kills a bacteria) 'Corkvirinae' named after Cork City which was ratified by the ICTV (International Committee on Taxonomy of Viruses).
- Nimbus organised and hosted the "Beyond IoT3" in CIT in January 2020 with over 600 national and international attendees at the largest start-up Internet of Things conference in Ireland. Speakers were from Ireland, Silicon Valley, Shanghai, UK and Washington.
- Nimbus commissioned a new augmented/virtual reality laboratory, supported by Enterprise Ireland funding.
- Halpin Centre Manager, Eileen Crowley was appointed to CIRCULÉIRE's (the national platform for circular manufacturing) 2020 Thematic Working Groups on Industrial Symbiosis and Circular Procurement. The objective of these is to shape a peer-reviewed state-of-the-art review of industrial symbiosis and circular procurement along with recommendations for potential circular systems innovation projects applicable to the context of Ireland. The circular systems innovation project ideas will then serve as a pipeline for CIRCULÉIRE's ring-fenced innovation fund in 2021.
- SIRIG (Sustainable Infrastructure Research & Innovation group) hosted the Civil Engineering Research in Ireland National Conference (CERI2020) on 27<sup>th</sup>-28<sup>th</sup> August 2020 which was delivered entirely on-line in response to Covid19 restrictions.

## NATIONAL FUNDING

Dates	Project name	Funding source	Grant in Euro	CIT School/ Department
2019 – 2020	Nimbus Enterprise Ireland Gateway Project	Enterprise Ireland and industry	757,000	Nimbus
2020	SMARTQC	SFI CONFIRM Targeted Project	194,900	Nimbus
2020	MSCA Research Fellowship	SFI CONFIRM – Marie Curie Co-Fund	165,744	Nimbus
2020	GAIA	SFI CONNECT Targeted Project	140,288	Nimbus
2019 – 2021	SCRI-IS	Science Foundation Ireland CONFIRM	70,060	Nimbus
2020	BIOS – Canguru Nova pilot	SFI CONNECT Targeted Project	40,016	Nimbus
2020 - 2021	Bios ENABLE	Science Foundation Ireland ENABLE	40,000	Nimbus
2019	<i>El Gateway Capital Equipment</i>	Enterprise Ireland Technology Gateway Capital Equipment 2019	680,000	CAPPA
2020	<i>Industry direct funding (~59 projects)</i>	Various companies Direct funded projects with industry	336,000	CAPPA
2020 – 2023	<i>PhotoCell - Fluorescent nanodiamonds biomarkers for somatic cells counting</i>	Enterprise Ireland Commercialisation Fund CF-2019-1088-A	280,968	CAPPA
2021 – 2022	<i>FLODX - Fluorescence and Optical Density Measuring Device</i>	Enterprise Ireland Commercialisation Fund CF-2020-1507-P	255,022	CAPPA
2020	<i>El Gateway Capital Equipment</i>	Enterprise Ireland Technology Gateway Capital Equipment 2020	250,000	CAPPA
2020 – 2021	<i>PIXCAN – Photonic Integrated Circuit Scanner</i>	Enterprise Ireland Commercialisation Fund CF-2019-1285-I	203,184	CAPPA
2019 – 2023	Investigation of chlorates in foods: using the dairy industry as a transferrable knowledge model	DAFM Competitive Research Call 2019 2019R555	91,045	CAPPA
2020	“Investigation of non-chlorine cleaning products and disinfectants as a source of alternative residue”	Teagasc Walsh Scholarships 2020 MSc project	88,000	Ambrose Furey/CAPPA/ Teagasc
2020 – 2020	<i>Comb laser based on a novel grating structure on SiN platform</i>	Science Foundation Ireland IPIC Targeted Project 12/RC/2276	55,530	CAPPA

2020	<i>Innovation Vouchers (x10)</i>	Enterprise Ireland Innovation Vouchers with various companies (€5,000 each)	50,000	CAPPA
2020 – 2020	<i>FLODX - Fluorescence and Optical Density Measuring Device</i>	Enterprise Ireland Commercialisation Fund Feasibility Study CF-2019-1322-Y	15,000	CAPPA
2020 – 2021	<i>Assessment of alternative remediation method for fat fouled dairy processing membranes</i>	Enterprise Ireland Innovation Partnership Feasibility Study IP-2020-2057-Y	9,000	CAPPA
2020 – 2020	<i>EI Co-ordinator Support - PASSEPARTOUT</i>	Enterprise Ireland Co-ordinator Support CS-2020-0785	8,000	CAPPA
2019 - 2020	DAFM	DAFM	1,240,000	NUTRI
2019 - 2020	Teagasc	SFI Frontiers EBSTAR	260,000	NUTRI
2019 - 2020	SAFEFOOD	QUB	100,000	NUTRI
2019 - 2020	DAFM	DAFM	95,000	NUTRI
2019	Project Resilience	SEAI (RDD 2019)	350,000	MeSSO Research Group
2020	SFI PhD Scholarship	SFI	230,000	MeSSO Research Group
2019	NADIEA	SEAI (RDD 2019)	200,000	MeSSO Research Group
2020	Teagasc Walsh Fellowships	Teagasc	96,000	MeSSO Research Group
2020	Infrastructure optimisation on grasslands	Teagasc	96,000	MeSSO Research Group
2020	RISAM Scholarship	RISAM	76,500	MeSSO Research Group
2020	2 Nos. Feasibility Studies	Enterprise Ireland	24,000	MeSSO Research Group
2020	SFI Zero Emissions Challenge	Science Foundation Ireland	20,000	MeSSO Research Group
2020	3 Nos. Vouchers	Enterprise Ireland	20,500	MeSSO Research Group
2020	Fulbright Scholarship	Fulbright	20,000	MeSSO Research Group
2019 - 2020	SME Cyber Cluster	Enterprise Ireland	406,340	V-LINC School of Business
2019 - 2020	Mapping the Cyber Island	InterTradelreland	14,143	V-LINC School of Business
2020	Development Education Fund	Irish Aid's Development Education Fund	268,000	CCAD
2020 - 2024	MODCONS	DAFM	145,000	SIRIG/Department of Civil, Structural & Environmental Engineering
2020 - 2024	<i>HydroSED</i>	DAFM	124,000	SIRIG/School of Building & Civil Engineering
2019 - 2020	RPL	HCI - HEA	183,158	Extended Campus / Registrar's office
2020 – 2024	'EMPOWER @ MTU' Encouraging the Monitoring of Personal Online Wellness metrics and Enabling timely Access to Resources at Munster Technological University	SFI – Advance CRT	135,100	Humanities/ SLCS

2020	CRT Advance	SFI	96,000	Hincks, School of Business and Nimbus
2019	MyTownMyPlan	Leader	80,000	Hincks Centre
2020	Digital Badge	National Forum for Teaching & Learning	20,000	Hincks and the School of Business
2020	NEAR2	National Forum for Teaching & Learning	10,000	Hincks and the School of Business
April 2020	Student Inc	Enterprise Ireland	67,148	TEL dept
2020	SALTE Initiative	National Forum	45,000	TEL dept
2020	Cutmycosts	Innovation Voucher	5,000	TEL dept
2019	Akari Software	Innovation Voucher	5,000	TEL dept
2019	Quality Services International Ltd	Innovation Voucher	5,000	TEL dept
2019	My Town My Plan	SECAD	4,500	TEL dept
2019 – 2021	Innovation Vouchers with: Speire Innovation Ltd BPI-UNITEK Ireland Ltd Interflow Logistics	Enterprise Ireland	5,000	Computer Science Dep.
			10,000	
			5,000	
2019	EPPR Analysis for Dept of Foreign Affairs and Trade	Marine Institute	1,000	Halpin
2019	Foodpath	EPA	1462,652	Clean Tech
2020	PhD Funding	SFI Advance CRT	135,100	Hex-SPo
2020	HEI Nutrition	HEI	16,500	Hex-SPo/Biological Sciences
2020	MSc funding for Daily Mile project	Athletics Ireland	20,500	Hex-SPo
2020	Coaching Community of Practice Initiative	LGFA & Sport Ireland	11,000	Hex-SPo
2020	Barrier Mask	SFI under their Rapid Covid-19 Response call	58,916	BCO

## EU FUNDING

Dates	Project name	Funding source	Grant in Euro	CIT School/ Department
2020	DENiM	Horizon 2020, DT-FoF-09-2020	1,553,750	Nimbus
2019	ChatPal	INTERREG NPA	245,415	Nimbus / HExSpo
2020	InSecTT	ECSEL EU/EI co-fund award	233,627	Nimbus
2020	HERCULES - <i>Heterodyne Refractive Index Sensor Using Photonic Crystal Lasers</i>	EU ERC ERC Proof of Concept ERC-2019-PoC-899774	150,000	CAPPA
2020	<i>Fluorescent nanodiamond biomarkers for in-vivo bioimaging</i>	EU Marie Skłodowska-Curie Action / Science Foundation Ireland	133,033	CAPPA
2020	ITFLOWS	H2020	528,000	Computer science Dep. in collaboration with Halpin
2019	MarENet Atlantic Maritime Ecosystem Network	European Maritime and Fisheries Fund	208,601	V-LINC School of Business
2019	FOUNDATION	Interreg Europe	494,265	V-LINC School of Business
2020	WeRIN	Erasmus+	98,000	Hincks Centre
2020	HERESA	Erasmus+	93,000	Hincks Centre, Extended Campus and Nimbus
2020	StemValorise	Erasmus+	78,000	Hincks Centre & Extended Campus
2019	NewSkills4NewArtist	Erasmus+	61,000	Hincks Centre
2019	Rural Femmes	Erasmus+	57,000	Hincks Centre
2019	BeyondScale	Erasmus+	42,000	Hincks Centre
2019	TEAMS	EMFF	132,544	Halpin & Maritime Studies
Sept 19	Rural Femmes	Erasmus+	56,979	TEL dept
Sept 20	SFinLit	Erasmus+	32,160	TEL dept
Dec 20	STEM in Action	Erasmus+	28,770	TEL dept



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## 4.3 Innovation & Entrepreneurship

### Knowledge Transfer and Innovation

This was another very successful year for CIT in terms of key technology transfer metrics.

CIT is part of the Bridge Consortium, a network of technology transfer functions from UCC (lead), CIT, IT Tralee and Teagasc. Established in 2017, the Bridge is the largest technology transfer consortium in Ireland and is funded through the Technology Transfer Support Initiative (TTSI) 3, managed by Knowledge Transfer Ireland (KTI) within Enterprise Ireland (EI). CIT's performance against its metrics is in line with overall consortium performance apart from engagement with SME's whereby CIT surpasses all of the other partners combined.

Tech Transfer Metrics & Outcomes 2019	2019 Target	2019 Actual
Licences/Options/Assignments (LOAs)	5	11
Registered Spinouts Created	1	0
Research Collaboration with Industry	46	81*
Invention Disclosures (IDF)	15	15
Priority Patents Filed	3	3

Tech Transfer Metrics & Outcomes 2019	
Research expenditure derived from Industry sources	18%
Live Innovation Voucher Projects at 31 <sup>st</sup> December 2019	45
Number of different Companies with collaborative research agreements	73
Number of Repeat Collaborative research projects with companies	19
Number of Companies supported by the Rubicon Incubation Centre	75
Number of new companies entering the incubator (including New Frontiers & 1 person com.)	21
Number of companies exiting the incubator	21
Consultancy Agreements	125

In 2019 the Innovation and Enterprise Office reviewed and/or drafted over 200 contracts, mostly with industry partners.

\*The 2019 figure for research agreements with industry includes 65 Innovation Voucher Projects. CIT was one of the top performers of all HEI's (Higher Education Institute) across the country in the Innovation Voucher Programme. Much of this success is attributable to CIT's two industry facing Technology Gateways, funded by Enterprise Ireland.

## NIMBUS Technology Gateway

The NIMBUS Technology Gateway is one of fifteen Enterprise Ireland funded Technology Gateways and provides businesses with innovative software and hardware technical research and development capabilities. NIMBUS is the largest IoT (Internet of Things) applied research centre in Ireland specialising in Digital Transformation, Smart technologies, Internet of things and Cyber-Physical Systems for the manufacturing, energy, smart cities, agritech, health and water sectors. The Gateway continued work over the COVID lockdown with the team working from home. Other key innovation highlights over the period include:

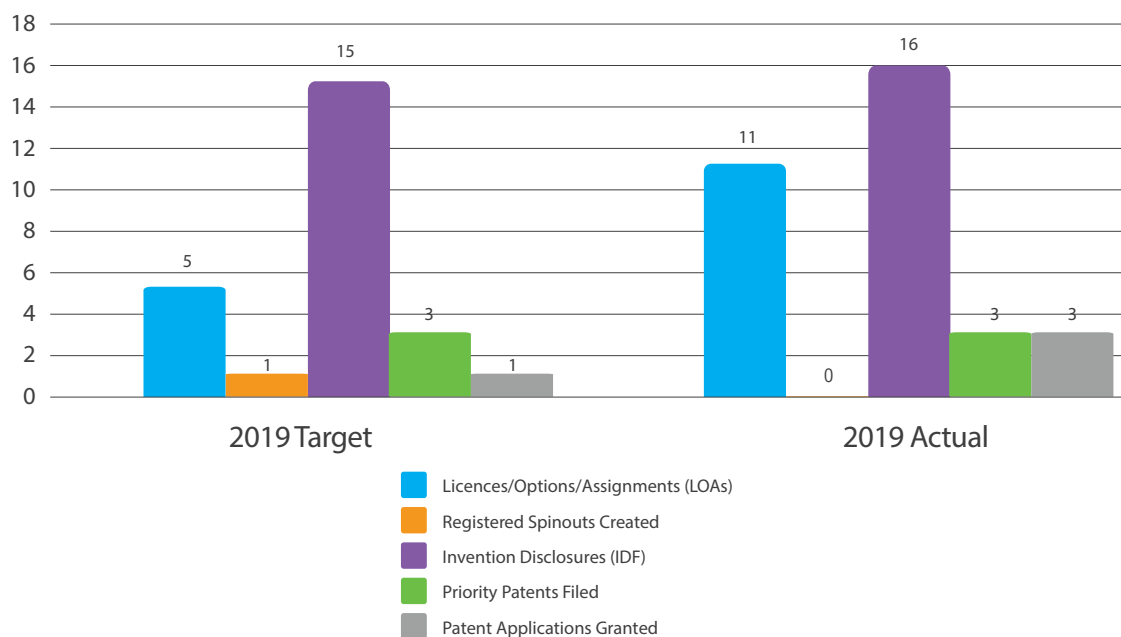
- Beyond IoT3 – Jan 2020, Cork – 600+ national and international attendees at the largest start-up IoT conference in Ireland. Speakers were from Ireland, Silicon Valley, Shanghai, UK and Washington. Global sponsors included Arrow (Global Electronics Supply Company), Microsoft, Innocare (Shanghai) and Stracos (Silicon Valley).
- Over 90 research projects completed for Irish Industry in the reporting period.
- The adaptable AR/VR/MR innovation lab has been commissioned providing an immersive environment optimally suited to industry 4.0 digital transformation strategic needs, which cover a broad range of applications and use cases including learning, simulation training, measuring operational effectiveness, equipment & facilities maintenance, and safety monitoring, to name just a few. - <https://www.nimbus.cit.ie/extendedrealitylab/>
- N-Best Commercialisation Project completed and new company being spun-out. <https://www.nimbus.cit.ie/project/n-best/>

## Centre for Advanced Photonics and Process Analysis (CAPPA) Technology Gateway

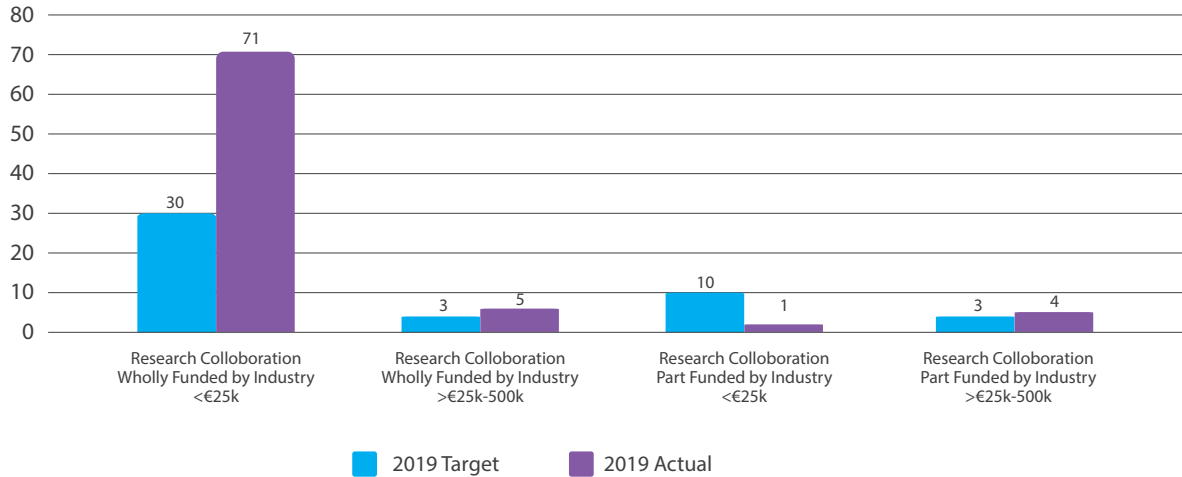
CAPPA provides photonics solutions to companies in sectors such as photonics, medical devices, food and pharma, from short-term consultancy to multi-year collaborative projects. Key innovation highlights over the period include:

- CAPPA Technology Gateway centre has completed over 60 industrial engagements in the period with a total value of over €250K in direct funding received.
- Two new long-term collaboration partnerships with Nestle (renewal) and PepsiCo (new partner)
- Technology licence agreement signed with Alcon Ireland
- Two Enterprise Ireland Commercialisation fund projects funded totalling over €250K
- Technology Gateway Equipment funding call 2 - €250k competitively won to fund 2 new pieces of research equipment to further enhance industry interaction.

## Knowledge Transfer Metrics



## Collaborative Research Projects with Industry



### Other highlights

- New Intellectual Property Policy (Amalgamation of 2011 Policy & 2018 Spinout Policy) approved by Governing Body in October 2019.
- New Conflict of Interest policy approved by Governing Body including research commercialisation conflict of interest section.
- CIT Executive Board approved funding for a second Case Manager/Commercialisation Specialist in Innovation & Enterprise Office, further evidence of CIT's commitment to knowledge transfer for the benefit of industry and the wider community.
- CIT led study of early stage funding for start-ups in Bridge Consortium incubators and spinouts.
- As per the HEA Research Funding Allocation Model, CIT had 20% of all Knowledge Transfer Outputs for the IOT & TU sector in 2019.

### Spinouts

AudioSourceRE was established in July 2018 and within months took the pro-audio market by storm with the release of DeMIX Pro and DeMIX Essentials at the Audio Engineering Society 2018 in New York. The company now employs seven people and has been based in CIT's on-campus incubator since spinning out of CIT.

The company built on its growing reputation for developing highly innovative easy to use audio separation solutions with the release of RePAN, a real-time, audio separation plug-in for DAWs at National Association of Music Merchants (NAMM) 2019 in Germany. Now incorporating the latest cutting-edge techniques in advanced Artificial Intelligence de-mixing technology AudioSourceRe provides the most powerful sound separation software available; DeMIX Pro Version 2.0 and DeMIX Essentials Version 2.0. AudioSourceRE is now working with a partner, a large music conglomerate, in China for which it is currently testing an enterprise solution for their karaoke applications. In 2019 the company closed a seed round of over €1 million with EI/Atlantic Bridge which it has used to recruit additional staff and develop Version 2 of its technology. The company has since raised circa €3m in investment.





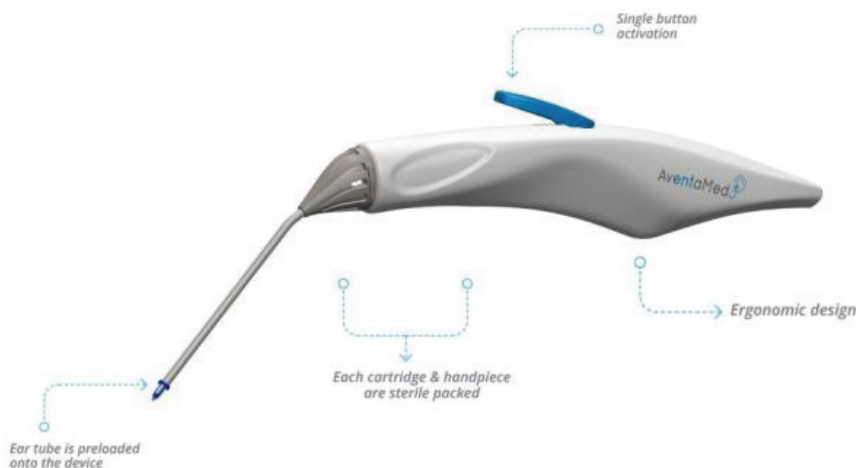


### OrthoXel

- The company has since raised circa €3m in investment .
- OrthoXel currently has 11 full-time employees focussed on engineering design / development, quality systems, regulatory, marketing and business development.
- The company has achieved significant success on both the quality management systems and regulatory approvals (CE and FDA approval).
- The company was awarded the Cork Chamber of Commerce Emerging Company of the Year in 2019.
- Numerous trial patient implantations have taken place, including in the US.
- The primary objective since day one has been to secure a lucrative commercial deal with a large player in the orthopaedics space (a tier 1 or tier 2 orthopaedic multinational).

### AventaMed

Cork medical device company and CIT spinout AventaMed is accelerating its mission to revolutionise paediatric ear surgery with the appointment in August 2020 of a new US-based president and CEO Keith Jansen. AventaMed offers an alternative solution to traditional ear tube surgery which is currently performed under general anaesthesia in hospital theatres.



Jansen is taking over the reins from former CIT researcher and co-founder Olive O'Driscoll as CEO during an exciting time and will lead AventaMed beyond its current start-up phase and into its growth and commercialisation phase. Since it was founded in 2013, AventaMed has secured more than €5.2m in funding and this confidence in the company was instrumental in attracting Jansen to his new position. The company is based in CIT's incubation centre, the Rubicon, it employs 6 people and plans to increase this to 15 by the end of 2021.

**Innovation Week**

Since 2011 Innovation Week has been running throughout Week 6 of Semester 2. Innovation Week consists of a week of events promoting and celebrating innovation and entrepreneurship at CIT. Events are organised for students, staff and enterprise. Throughout Innovation Week 2019 there were 40 events that were attended by over 1,900 people. While most events were on the main campus in Bishopstown, the Cork School of Music organised and hosted many events as did staff in the Crawford College of Art & Design.

The biggest events were “Empowering Women to Lead” at the start of the week, and the Awards Showcase at the end of the week when the CIT “Student Entrepreneurs of the Year” were announced. These two events were attended by 300 and 150 people respectively. The CIT Prize for Innovation competition had 47 applications, involving over 185 students from across the college. These 45 applications were shortlisted to 16 who then went through an adjudication process in the Rubicon Centre.

The prizes included €10,000 in cash, which was sponsored by the Cork City and County Local Enterprise Offices. The prizes were awarded at the showcase and award ceremony and details of the winners are outlined in the following table:

**CIT Innovation Week 2<sup>nd</sup> - 6<sup>th</sup> March 2020**

- Total Number of Events 27
- Total Number of Attendees 1650
- Events held in all 4 campuses and BCO
- Twitter activity: 633 tweets from 122 users with a reach 942,544, trending on Irish Twitter throughout Monday March 2<sup>nd</sup>

**CIT Prize for Innovation**

- 45 applications
- 168 students involved
- 20 of 45 applications were individual
- 2 International students won awards (plus a 3<sup>rd</sup> won a prize in the APPrentice competition)

Year of Study (all applicants)	
1 <sup>st</sup>	1
2 <sup>nd</sup>	4
3 <sup>rd</sup>	18
4 <sup>th</sup>	12
Masters	9
PhD	1

Area of Study			
IPD	1	BIS	5
Artificial Intelligence	4	Multimedia	2
Fine Art	18	Chem/Sustainable Eng	5
Elec. Eng.	12	Mech. Eng.	1
Ag. Science	9	Marketing	3
Software	1	Other	3
Art Therapy	1		

## CIT Prize for Innovation Winners

Prize	Application	Course / Module	Supervisor(s)
Entrepreneur of the Year <b>€4000</b>	SightScan	IPD (3 <sup>rd</sup> year Mech Eng., Biomed Eng.& Accounting)	Paul Keane, Hugh O'Donnell, Sean F O'Leary, Lisa Murphy & Scott McGowan
Best Concept <b>€1500</b>	BAckStab	Creative Digital Media (4 <sup>th</sup> year)	Emmett Coffey & Paul Green
Best Business Opportunity <b>€1500</b>	KomfoRoo	IPD (3 <sup>rd</sup> year Mech Eng., Biomedical Eng.)	Paul Keane, Hugh O'Donnell, Sean F O'Leary, Lisa Murphy & Scott McGowan
President's Award <b>€1000</b>	Inline.AI	Masters in Artificial Intelligence	Haithem Afli
Social Enterprise Award <b>€500</b>	Gren Glas	Masters in Artificial Intelligence	N/A
Best Pitch <b>€500</b>	SafeSource	IPD (3 <sup>rd</sup> year Mech Eng., Biomed Eng.& Accounting)	Paul Keane, Hugh O'Donnell, Sean F O'Leary, Lisa Murphy & Scott McGowan
Best Design <b>€500</b>	Rutika	M/A in Art Therapy	N/A
Best Prototype <b>€500</b>	BAttHUBb	Electronic Engineering (2 <sup>nd</sup> year)	John Horan
Best Exhibition Stand <b>€500</b>	BAckStab	Creative Digital Media (4 <sup>th</sup> year)	Emmett Coffey & Paul Green

## Entrepreneurship & Incubation

### Student Entrepreneurship

The CIT Innovation & Enterprise Office has been driving student entrepreneurship and start-up activity since 2008. CIT provides a number of initiatives to support student entrepreneurship. These supports are available to all students regardless of academic discipline or year of study.

#### Student competitions/activities:

- CIT Prize for Innovation: awards cash prizes to students with novel and creative business ideas
- APPrentice: competition for those with ideas for APPs
- Dragons Den
- Business Model Canvas
- Hackathon
- All-Ireland Student Entrepreneur Awards

In October 2018 CIT was one of only ten projects approved for funding under the Regional Economic and Development Fund. It was approved €336,630 to run a start-up acceleration programme for students in CIT, IT Tralee and UCC. Further funding of €987,000 under the HEA Innovation & Transformation Call was approved to fund CIT's Student Inc for 3 years and to roll it out across IT Tralee & UCC. The HEA funding provides for the following:

- Seed Funding, mentoring and training for 90 student entrepreneurs over the three summers 2019-2022: 30 each in CIT, IT Tralee and UCC
- The roll-out of Student Enterprise Interns in IT Tralee and UCC and the deployment of 2 additional Student Enterprise Interns in CIT, who will be based in the 2 faculties
- The appointment of a dedicated resource to drive student entrepreneurship activity in the region and work with HEA and Enterprise Ireland to examine the potential to expand the activities further

The REDF funding is being used to develop innovative materials and modes of delivery for Student Inc across the three campus locations.

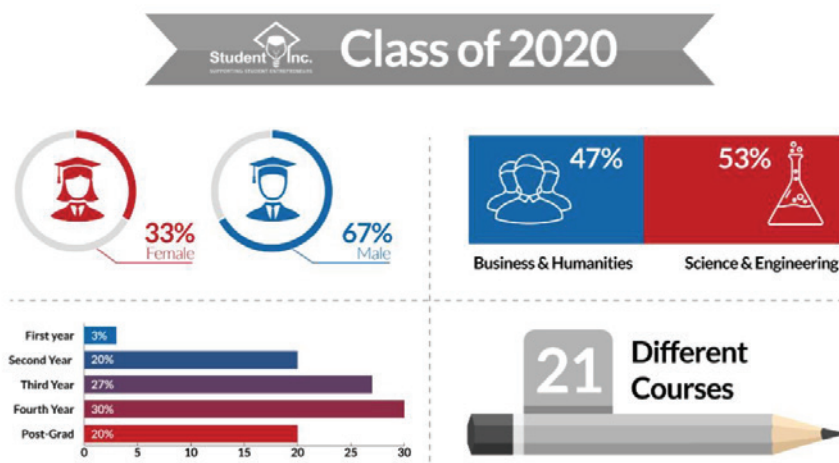
## Student Inc

Student Inc. is Ireland's longest running student accelerator programme and has been delivered in CIT since 2011. Funding secured in late 2018 provided funding to roll out the CIT programme to UCC and IT Tralee and Summer 2020 was the second summer programme funded under the HEA. In mid-March the project team across the 3 colleges decided to put the programme online and worked with the team in the Department of Technology Enhanced Learning to replicate, as much as possible, the programme online.

Much of the advertising to recruit students had been completed by March so when the campuses closed it did not impact the selection process for the candidates. Over 90 interviews were held remotely to select the 30 programme participants. On June 2<sup>nd</sup> Student Inc. 2020 programme commenced with a virtual session with the 30 participants (11 CIT students, 10 UCC students and 9 from IT Tralee) and the 3 support teams in the 3 colleges. Over the 13 weeks of the programme 150 1:1 mentoring sessions, 45 training workshops, 60 review interviews and 5 lunch and learns with more seasoned entrepreneurs were held remotely. Over the 3 months, each student received €4,000 to fund their business (equipment, expenses and a wage to offset a summer job), training and mentoring supports and from July some of the students had access to office space in the Rubicon Centre as well the Tom Crean Centre in IT Tralee. A socially-distanced showcase planned for the Kerry Sports Academy for 26<sup>th</sup> August was replaced with a fully online showcase on the 26<sup>th</sup> August, when government guidelines changed to limit the number of people who could congregate indoors. Filmed on location in the Rubicon Centre the showcase was broadcast to 130 viewers and featured the students pitching their business ideas. A CIT Biomedical Engineer scooped the prize for Best Pitch across all three colleges. James Whelton, CoderDojo co-founder was the virtual guest speaker at the showcase. The fact that it was broadcast online meant that viewers from the US could tune in to watch the event.

The table below shows the spread of CIT students that participated on the programme and the infographic shows the make-up of all 30 businesses across the 3 colleges. While the overall female/male split is 33%/67% the CIT split is 45%/55% so this could be attributed to the focus initiatives such as iWish.

Student Name	Year of Study	Course
Aaron Dewey	1 <sup>st</sup>	Marketing
Tanmayee Suryawanshi	2 <sup>nd</sup>	Software Development
Jeff O'Mahony	2 <sup>nd</sup>	Biological Sciences
Shane Cronin	2 <sup>nd</sup>	Electronic Engineering
Brian O'Callaghan	2 <sup>nd</sup>	Electronic Engineering
Kate O'Brien	3 <sup>rd</sup>	Culinary Arts
Shauna White	3 <sup>rd</sup>	Biomedical Engineering
John Sheehan & Patrick O'Sullivan	4 <sup>th</sup>	Creative Digital Media
Rutika Ostwal	Masters	Art Therapy
Donal Madden	Masters	Artificial Intelligence
Shauna Doyle	Masters	PR New Media



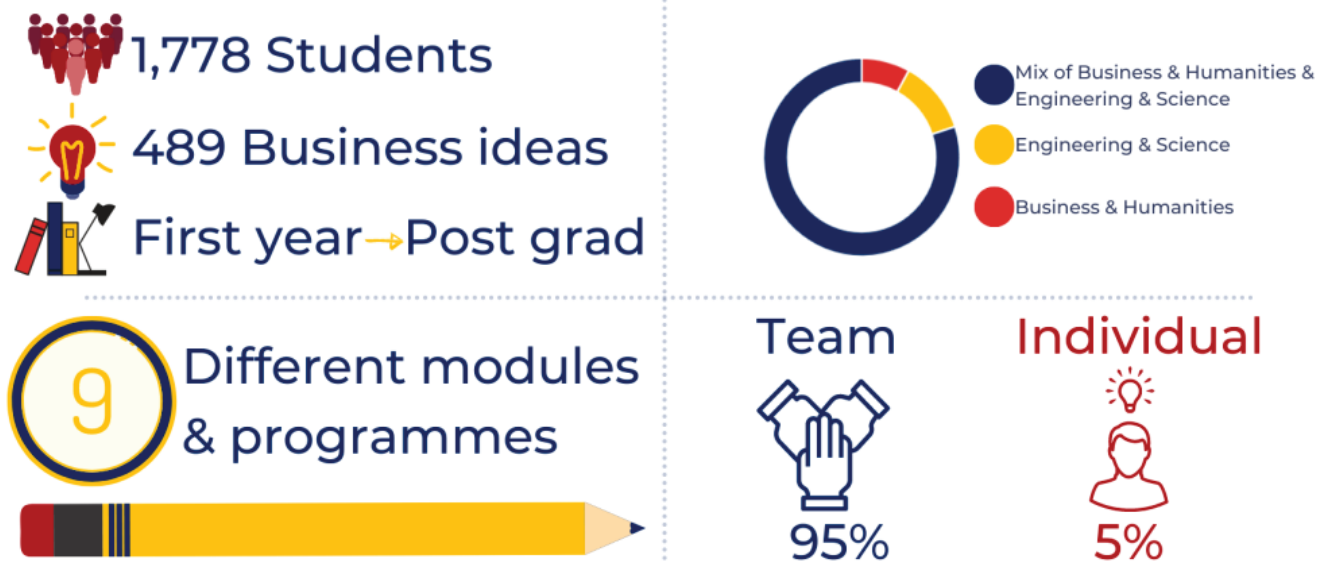
## Enterprise Interns

The Student Enterprise Interns supported **520** First-Year students on the Creativity, Innovation and Teamwork (CIT) module throughout the academic year. These students worked as part of a team to come up with business ideas which are then pitched to the team in the Rubicon Centre as a "Business Model Canvas (BMC)". A pitching competition was held in December for the winners from each class group and one was awarded a prize for the best BMC.

The HEA funding under the Innovation & Transformation Call allowed the expansion of the Enterprise Intern programme in CIT. A Student Enterprise Intern was embedded in each of the faculties of Engineering & Science and Business & Humanities. The interns are a very valuable resource for nurturing the entrepreneurial mindset in the CIT student population. Their duties include:

- Promoting entrepreneurship to the student body
- Acting as a link between the students, the academic departments and the Rubicon Centre
- Organising competitions throughout the academic year
- Visiting classes throughout the year and acting as the point of contact for students with business ideas

# CIT Students Pitching to Rubicon Team Academic Year 2019/2020



## Rubicon Incubation Centre



### Key Performance Indicators 2019

Key Performance Indicators	2019
Enquiries	308
Occupancy	100%
No of Clients in Incubator	42
No of Virtual Clients	35
No of Move-ins	9
No of Move-outs	9
Expanded/Transfers	7
No of Entrepreneurs Trained	103
No of Training Sessions Delivered	106
Client Funds Raised (Public)	€1.202m
Client Funds Raised (Private)	€4.63m
No of Companies Sold/Merged	2

### Rubicon Client Investment News

#### TeachKloud

Founded by Dr. Wendy Oke, TeachKloud is an on-line platform for early childcare practitioners that ensure that they remain compliant to the legislation in their field. Teachkloud has customers throughout the English-speaking world.

Dr. Wendy Oke is a CIT graduate who started her business while studying in CIT. A prize winner in the CIT Innovation Competition 2016, the promoter then developed her business idea further with the help of Student INC and New Frontiers 2017. Dr Wendy Oke was awarded her PhD in CIT in 2019 and in tandem continued to develop her business.



In December, TeachKloud secured investment of €750k from a mixture of Angels, EI (HPSU) and VC funding. The company based in the Rubicon will now hire a number of technical and marketing persons.



Follow-on Investment was secured by a number of Rubicon clients during the year, including **Swyft Energy** and **OrthoXEL**. **AudioSourceRE** a CIT spinout secured €1.005m in 2019 from Enterprise Ireland and Atlantic Bridge Venture Capital investments.

### Competitive Start Awards

This Enterprise Ireland Funding Programme for Early Stage Start-ups in 2019 was awarded to the following Companies:

- Fourth Theorem - Rubicon Client
- Leggit Fit - New Frontiers 2019
- PPR Healthcare - New Frontiers 2019
- MamaBear Foods - New Frontiers 2019
- Masqt - New Frontiers 2019

Each Company was awarded €50k seed investment by Enterprise Ireland, supported by the Rubicon team.

### Enterprise Development Programmes

The Rubicon Centre runs several entrepreneurship programmes within the centre. The programmes are staggered to ensure the most efficient use of the centre's resources throughout the year.

#### New Frontiers

The New Frontiers Programme 2019/2020, funded by Enterprise Ireland, commenced in September 2019. The programme has three phases;

##### Phase 1

This phase allows potential entrepreneurs to examine the feasibility of their business idea part-time over 36 contact hours, without leaving their employment. Run in Autumn 2019, 15 entrepreneurs participated in this phase of the programme delivered by the Rubicon team. The programme concluded with a presentation to a multi-agency panel, which provides an opportunity for feedback and next steps to be discussed. A second Phase 1 was run in April 2020 and was delivered completely on line to a further 15 entrepreneurs, as a result of the Covid -19 Pandemic.

##### Phase 2

Commencing in September 2019 this phase provides a suite of start-up supports, including training, mentoring, financial support (€15,000) and a desk at the Rubicon. Over 100 expressions of interest were received again this year, drawn from the Cork region and further afield. Fourteen companies were selected, from the ICT, medical device and food sectors. Participants engaged full-time with the programme, with three review sessions ensuring participants met their milestones. The 2019/20 cohort engaged with CIT on a number of levels; CIT student placements, CIT student project work and the support of the Technology Gateways on campus.

Twelve participants completed Phase 2. Milestones achieved by the entrepreneurs included securing of investment (Enterprise Ireland, Local Enterprise Offices, National Digital Resource Centre), sales targets and first product releases. The final training



Phase 1 Speed mentoring

sessions and reviews all took place online in Summer 2020 due to the Covid-19 Pandemic. Instead of the usual New Frontiers Showcase a series of videos were prepared and released on LinkedIn showcasing the start-ups. CIT graduate and CEO of AIP Technology, Stephen Wilson Downey, was awarded Best Business Opportunity by the reviewers at the end of the programme.

All recruitment for the next Phase 2 took place online with 46 interviews conducted by a panel of experts to recruit the final 14 participants for New Frontiers 2020/2021.



*CIT Graduate - Stephen Wilson Downey*

### *Phase 3*

This follow-on phase affords participants the opportunity to implement their business opportunities from within the Rubicon. Five participants were provided with financial support (€7500) for three months, intensive mentoring by Rubicon staff and access to the investment community. This concluded in June 2020.

## **EXXCEL Female Entrepreneurship Programme**

The EXXCEL programme is part-funded by Enterprise Ireland and the Rubicon Centre.

In Autumn 2019 the Rubicon secured funding from EI to run another phase of this programme. In November, recruitment was completed for a new intake. Ten participants commenced training on Jan 11th, 2020.

### Key features

- Designed for females who have a business idea with high growth and export potential within the STEM sector
- Run part-time over 6 months
- Dedicated programme manager
- Includes training (Business planning, market research, sales, finance and funding, digital marketing, presentations skills), which takes place over 6 Saturdays at the Rubicon Centre
- Includes one-to-one mentoring with experts
- Helps participants prepare validated business plans ready to pitch to potential investors
- Provides access to the broad entrepreneurship community at CIT

This programme is delivered over a series of Saturdays. Half of the participants are educated to Masters level and the business ideas include Apps, AR/VR, food and healthcare products. Like the other Rubicon programmes, the final elements of the 2020 training, mentoring and pitching took place online in response to the Covid -19 Pandemic.

## **Scale Cork**

This is a pilot programme, mainly funded by the Economic Development Division of Cork County Council with the Rubicon Centre, and company contributions. In November 2019, Scale Cork was launched, targeting existing companies who want to scale their operations beyond €0.5m to €2.0m turnover. The first cohort consists of six companies from across the county, mainly Ag Tech, Med Tech and Digital Health. This is the first time an incubation centre in Ireland has launched supports for Scaling Companies.

## **Student Inc**

Student Inc is the HEA funded programme for undergraduate entrepreneurs, led by CIT in partnership with ITTralee and UCC. This student entrepreneurship programme was supported by the Rubicon team during the Summer 2020. Support included space, mentoring and training delivery.

## **CIT Students**

The number of students engaging with the Rubicon continues to increase year on year. In Autumn 2019, 1200 first years (28 class groups) engaged with Rubicon staff through the Business Model Canvas, on the Creativity Innovation and Teamwork module.

A further 180 (11 class groups) were supported by Rubicon staff in pitching their business ideas as part of other Modules.

### Number of student pitches



1,778

### Events



10

### Research referrals



53

### Live cases



7

### Internships



9

### Startup queries



36

### CIT international



visitors  
78

### Guest lectures



60

### Mentoring sessions with staff & students



38

## EU Innovation and Enterprise Development Projects and Best Practice

A particular strategic focus was placed on continuing to build funding and research activities in the innovation and enterprise development space. In recent years, this focus has resulted in a wide range of European Projects being secured particularly under the Interreg and Erasmus + Programmes. As is often the case, successful participation in a European project frequently results in strong networking with partners leading to new project proposals and more funding approvals.

The current round of European funding programmes runs from 2014 to 2020. Being close to the end of the programming period, many funding schemes, such as Interreg programmes had by January 2020, expended their financial allocations. This resulted in a curtailment of calls in 2020. Notwithstanding same, the level of EU innovation project activities at CIT continued strongly during the past year. During the year, the Innovation and Enterprise Office had close involvements in a number of Erasmus + applications and in the Horizon 2020 Programme.

The Innovation and Enterprise Office also supports the day-to-day management and delivery of a number of ongoing projects, which are funded under different Interreg Programmes.

*Silver SMEs* and *ECORIS3* are two Interreg Europe projects secured for the Hincks Centre for Entrepreneurship Excellence, School of Business via the Innovation and Enterprise Office's EU projects service. *Silver SMEs* addresses the opportunities arising for enterprises due to the large spending power of older persons and *ECORIS3* examines how Regional Innovation strategies can best be developed and delivered. In both cases, the Innovation and Enterprise Office led EU wide research, undertaking major SWOT analyses on behalf of both projects.

The Department of Computer Science's Big and Open Data in Heritage and Tourism Management (*BODAH*) Project is funded under the Interreg Atlantic Area Programme. While *BODAH*'s initial main focus was on the use of big data and open data in Heritage and Tourism Management, recent COVID19 challenges have led to examining how CIT-developed data technologies can provide health monitoring in potentially crowded locations. The Innovation and Enterprise Office is providing many of the non-technical project deliverables, thus allowing staff at the Department of Computer Science to concentrate on the big and open data innovative solutions.

## 4.4 External Engagement & Extended Campus Activities

### Springboard+ 2019

- 346 Enrolled / Completed under Springboard+
- 38 enrolled under ICT Skills Conversion (2-year PT programme 2018/19 & 2019/20 intakes)

Title	Department	Level	Credits	No. of places	Places Filled	Cost per student	Amount total €
Certificate in Leadership Development	Organisation & Professional Dev.	8	15	20	18	€1,526.00	€45,780.00
Certificate in Designing Innovative Services	Accounting	8	10	20	20	€1,250.00	€25,000.00
Certificate in Digital Marketing	Marketing & International Business	8	20	50	50	€750.00	€150,000.00
Certificate in Information Design & Development	Computer Sciences	9	30	20	22	€700.00	€42,000.00
Lean Sigma Yellow Belt	CAMMS	6	10	20	19	€825.00	€16,500.00
Certificate in Automation & Control	CAMMS	7	20	39	36	€1,550.00	€120,900.00
Certificate in Biopharmaceutical Processing	Process Energy & Transport	7	10	20	20	€1,650.00	€33,000.00
Certificate in Validation Science	Process Energy & Transport	7	10	40	40	€1,250.00	€50,000.00
Certificate in Cleanroom Manufacturing Practices	Process Energy & Transport	6	10	40	30	€1,100.00	€44,000.00
Certificate in Building Information Technology (BIM)	Civil Structural & Environmental Eng.	7	15	20	19	€1,000.00	€30,000.00
Certificate in Intelligent Manufacturing Systems	Mechanical Electrical & Process Eng.	9	30	40	26	€1,400.00	€168,000.00
Certificate in Culinary Skills (Consortium)	Tourism & Hospitality	6	70	16	16	Consortium with IT Tralee	
Higher Diploma in Science in Cloud Computing	Computer Science	8	60	20	22	€1,250.00	€150,000.00

**Total Places Approved:** 365

**Intakes Approved:** 13

**Funding Approved:** €920,980.00

517 proposals from 42 course providers were submitted for funding under the 2019 Call. Of those proposals, 282 courses were approved for funding across 35 providers. As in previous years, the Call was overseen by an independent Process Auditor.

CIT's consortium bid for Certificate in Culinary Skills (Level 6) was also successful.

## Springboard+, ICT Skills & Human Capital Initiative Pillar 1 2020

In November 2019, 25 CIT staff attended a presentation relating to key information in the 2020 Call Document. The Extended Campus team offered an opportunity to any proposers to leverage Extended Campus industry links and maximise supports.

575 proposals from 44 course providers were submitted for funding under the 2020 Call. Of those proposals, 330 courses were approved for funding across 34 providers. As in previous years, the assessment process was overseen by an independent Process Auditor.

Title	Department	Level	Credits	No. of places	Places Filled	Cost per student	Amount total €
Certificate in Cleanroom Manufacturing Practices	Process Energy & Transport	6	10	20		€1,100.00	€ 22,000.00
Certificate in Culinary Skills (Consortium)	Tourism & Hospitality	6	60	32		€7,200.00	€230,400.00
Certificate in Information Design and Development	Computer Science	9	30	20		€2,100.00	€42,000.00
Certificate in Intelligent Manufacturing Systems	Mech Elec & Process Eng	9	30	25		€ 4,200.00	€105,000.00
Certificate in Leadership Development	OPD	8	15	20		€ 2,289.00	€ 45,780.00
Certificate in Process Data Analytics (Part-Time)	Mathematics	8	30	20		€ 3,150.00	€ 63,000.00
Certificate in Process Safety	Process Energy & Transport	7	10	20		€ 1,250.00	€ 25,000.00
Certificate in Strategic Building Information Modelling Management	Civil Structural & Environmental Eng	8	15	20		€ 1,500.00	€ 30,000.00
Lean Sigma Green Belt (for Service and Operational Productivity Improvement)	CAMMS	7	15	20		€1,485.00	€ 29,700.00
Lean Sigma Master Black Belt (Executive Program)	CAMMS	9	30	10		€ 4,800.00	€ 48,000.00
Lean Sigma Yellow Belt for Service and Operational Productivity Improvement	CAMMS	6	10	24		€ 825.00	€ 19,800.00
Certificate in Automation & Control ( Special Purpose Award )	CAMMS	7	20	39		€ 3,100.00	€120,900.00
Bachelor of Business Honours Degree Award in Global Supply Chain Management	Process Energy & Transport / NMCI	8	60	40		€ 4,500.00	€180,000.00
Special Purpose Award in Biopharmaceutical Supply Chain Management	Process Energy & Transport / NMCI	8	20	25		€ 2,500.00	€ 62,500.00

**Total Places Approved: 335**

**Intakes Approved: 14**

**Funding Approved: € 1,024,080.00**

## ICT Skills

The purpose of the ICT Skills Conversion programme is to provide graduates with an honours degree in a cognate discipline, who also can undergo an intensive programme of study and work-experience to acquire industry-relevant ICT and software development skills at level 8 of the National Framework of Qualifications (NFQ).

Title	Department	Level	Credits	No. of places	Places Filled	Cost per student	Amount total €
Higher Diploma in Science in Cloud Computing	Computer Science	8	60	20		€ 7,500.00	€150,000.00
Higher Diploma in Science in Data Science & Analytics (2 Year Part-time Blended Learning)	Mathematics	8	60	32		€ 6,300.00	€201,600.00

**Total Places Approved: 52**

**Intakes Approved: 2**

**Funding Approved: € 351,600.00**

## HCI 1

The Human Capital Initiative (HCI) will deliver an investment targeted towards increasing capacity in higher education in skills-focused programmes designed to meet priority skills needs. It will seek to promote innovative and responsive models of programme delivery and to enable the higher education system to respond rapidly to changes in both skills requirement and technology.

Title	Department	Level	Credits	No. of places	Years funded	Places Filled	Cost per student	Amount total €
Higher Diploma in Quality Systems Validation with Data Analytics for the BioPharmaChem industry	Physical Sciences	8	60	20x3	3		€ 6,788.00	€407,250.00
PG (Post Graduate) Diploma Mechanical and Electrical Quantity Surveying	Construction	9	60	20x3	3		€ 8,500.00	€ 510,000.00
Post Graduate Diploma in Cybersecurity Management	Cyber Security	9	60	20x3	3		€ 7,200.00	€ 432,000.00
PG Diploma Construction Project Management & Building Information Management	Construction	9	60	20x3	3		€ 8,500.00	€ 510,000.00
PG Diploma Facilities Management & Building Information Management	Construction	9	60	20x3	3		€ 8,500.00	€ 510,000.00
Post-Graduate Diploma in Analytical Sciences with Instrument Validation	Physical Sciences	9	90	20x3	3		€ 8,787.06	€ 527,223.00

**Total Places Approved: 360**

**Intakes Approved: 6**

**Funding Approved: € 2,896,473.00**



## HCI Pillar 3

CIT Extended Campus coordinated CIT's submissions for the following three proposals for funding under the Human Capital Initiative (HCI) Pillar 3 'Innovation and Agility' call.

- National Entrepreneurship Academy: Supporting transversal skills, next generation graduates, society and industry
- Authentic Learning in Practice through Partnership (ALPP)
- CYBER-SKILLS

The CIT-led **CYBER-SKILLS** proposal was successful and approved for funding of €8.1 million. The project aims to address the global shortage of cybersecurity professionals and has been designed to enhance Ireland's competitiveness in this context. Ireland's National Cybersecurity Strategy stresses the urgency of addressing this requirement, as well as the need to enhance the national supply of talent, to ensure that Ireland's data centres (which house 30% of Europe's data), businesses and critical infrastructure are protected.

## RPL in Higher Education

Deirdre Goggin, Extended Campus, contributed to the development of the **RPL in Higher Education** proposal in 2020. The proposal was successful and MTU Cork is represented by Deirdre Goggin as an institutional lead. The objective of this project is to build a consistent and coherent approach to the recognition of prior learning (RPL) within and across the entire public higher education (HE) sector. This proposal marks an innovative collaboration between all Institutes of Technology, Universities, and the Technological University, and has transformative potential for Ireland's education system to become an international leader in RPL. It supports HE-enterprise engagement that will contribute to a dynamic workforce.

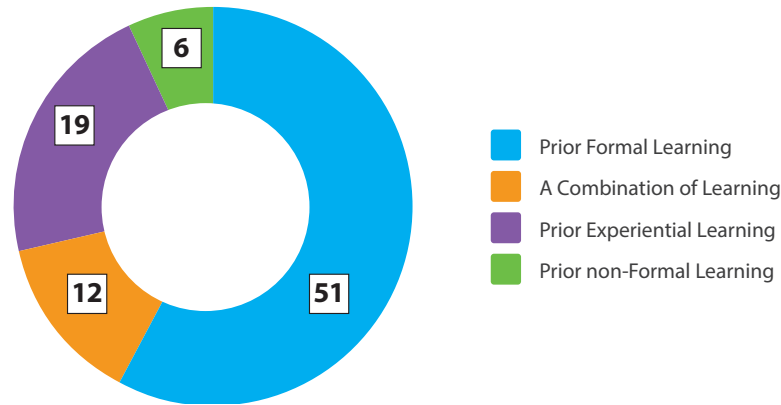
### Recognised Prior Learning (RPL)

RPL cases for credits Sept - Dec 20	Level 6	Level 7	Level 8	Level 9	Total
Prior Formal Learning	42	4	2	3	51
A Combination of Learning	3	2	7	-	12
Prior Experiential Learning	15	-	3	1	19
Prior non-Formal Learning	1	1	4	-	6
<b>Total</b>	<b>61</b>	<b>7</b>	<b>16</b>	<b>4</b>	<b>88</b>

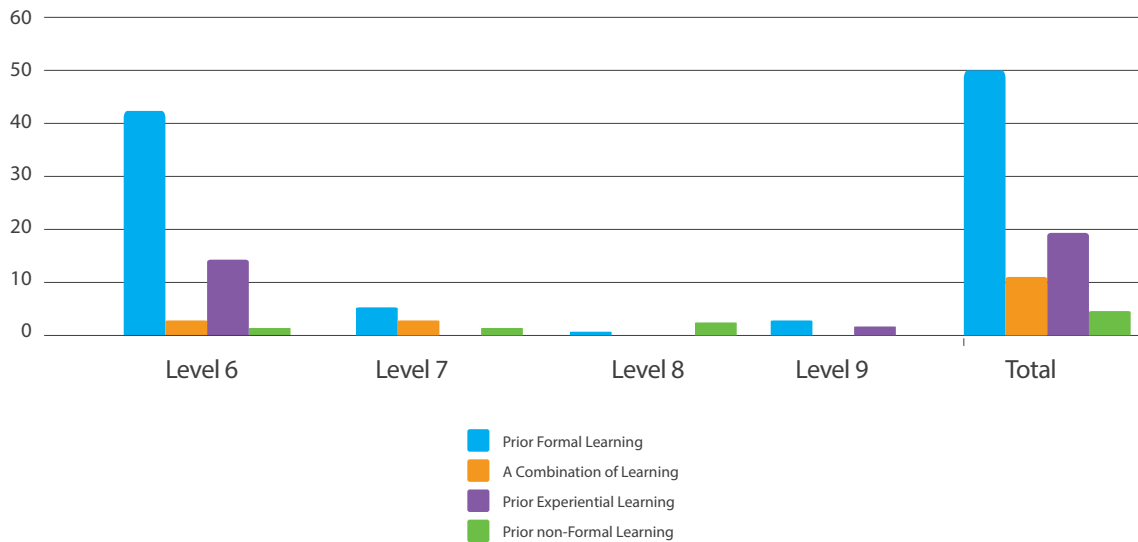
### Advanced entry cases

**61** RPL cases for advanced entry were created and supported between June and Dec 2020. There were 30 staff involved in the assessment of these cases across 24 programmes.

### 88 RPL cases for credits Sept to Dec 2020



### RPL for credits Sept to Dec 2020 - 88 cases



### Training and Development in RPL

- CPD in RPL** - Level 9, 10 Credit Module RPL Policy, practice, pedagogy; Current course with Limerick Clare ETB, initially delivered through block but has been moved online since March. A request also received from the Further Education Support Service for staff of ETBs to attend the 10-credit module to be delivered in Autumn 2020 which was facilitated through online delivery.
- Overview of RPL invited speaker**- Deirdre Goggin was invited to present an overview of the systems of CIT on RPL to separate events organised by Lithuanian higher institutions, RPL practitioner network, Swedish higher education institutions and Czech higher education institutions.
- Further Education Support Service** - A request received from the Further Education Support Service for online Introduction to RPL training for 50 staff of ETBs which was delivered in September 2020.
- National Forum Introduction to RPL short course (Digital Badge)** – development and delivery of short course led by Deirdre Goggin, CIT Extended Campus. The development team consists of Deirdre Goggin and Cathal de Paor of Mary Immaculate College. 34 undertaking the course across higher and further education. The course is delivered online through the Moodle platform and leads to a NF Digital Badge. The **Introduction to RPL facilitator course** is also being led by Deirdre Goggin with input from Cathal de Paor. An online self-study module was also developed on Introduction to RPL by Deirdre Goggin.

- **CRU** (Commission for the Regulation of Utilities) – February 2020 training for the CRU on the RPL process for Gas registration and June 2020 training for the CRU Electrical recognition process for International Qualifications with the expert assessment panels in both cases.
- **SKVC review of Lithuanian Universities** – Deirdre Goggin was invited as part of an expert panel to conduct a review of six Lithuanian Universities arrangements for Mobility, Recognition of Periods of Study and RPL during 2020 by SKVC the Lithuanian QA agency for Higher Education.

## Webinar

- **EURASHE** - RPL in Practice Project, November 2020.

## Publications

- **VPL Biennale Publication Series: 'Making Policy Work'** two chapters published: Deirdre Goggin: Building sustainability through organisational arrangements. Dr Pio Fenton & Deirdre Goggin Facilitating Educational Opportunities for Pilots using Cohort RPL. November 2020.
- **Database of Good Practices in Validation and Quality Assurance:** Deirdre Goggin contributed a Recognition of Prior Learning case study concerning RPL opportunities in the Supply Chain Management programme run in NMCI, October 2020.

## European Projects

- **VISKA**, K3 policy experimentation project, Making Adult Learning Visible. CIT research and evaluation partner, project concluded on February 27th, 2020. Final report presented by Deirdre Goggin at project closing conference in Brussels.
- **eVAVOL** – K2 – Validation of learning gained through Volunteering. CIT higher education partner, workshop, and meeting Brussels March 2020. Project completed November 2020.
- **RPL in Practice** – K3 – RPL in higher education, led by Swedish Ministry of Education. Sharing of CIT's competence in RPL within the project and presentation to Austrian Quality Assurance agency and higher education invitation to present to the Swedish higher institutions was delivered virtually in September 2020.
- **FIT4FOF** – CIT Extended Campus supporting the education framework development to enable collaboration between higher education institutions and industry partners.

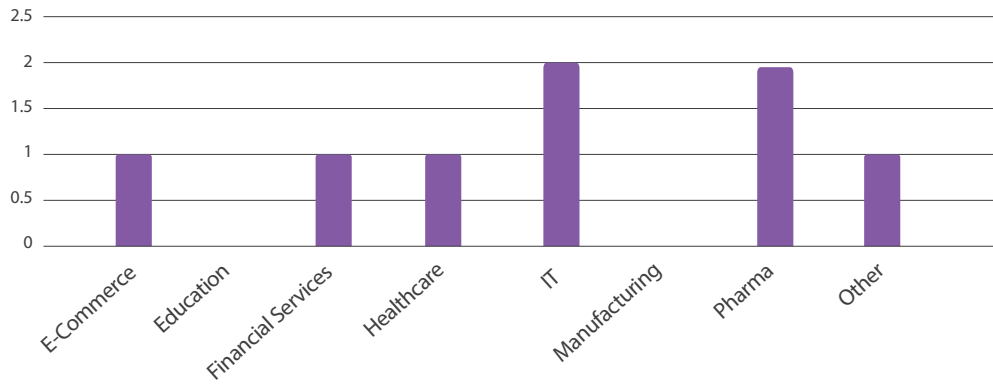
## Company Interactions/Visits

The Extended Campus Team has developed a process to plan and support visits requested by the IDA and other companies and to record activity and outcomes. The following is a summary of some significant engagements from 2019-2020

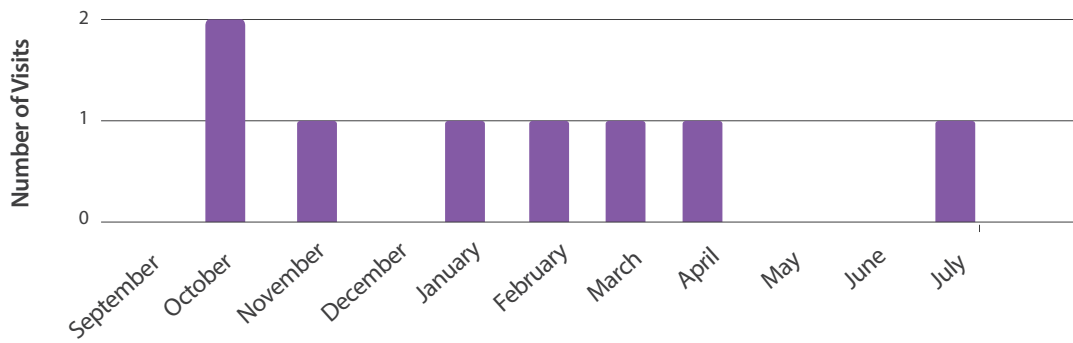
### IDA Visits

Extended Campus facilitated 8 meetings between various CIT Departments and potential client companies.

### SECTORS



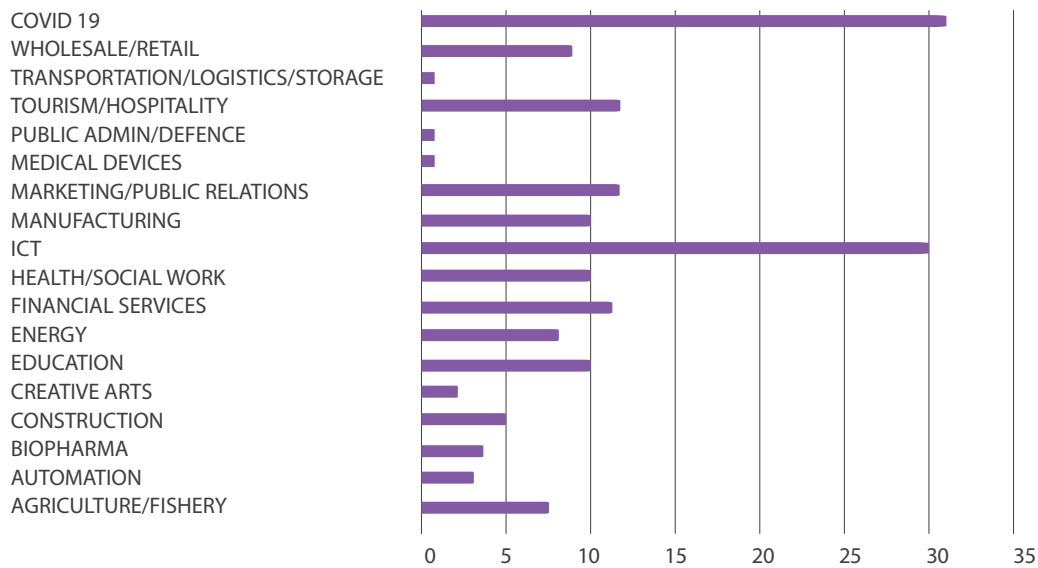
### VISITS



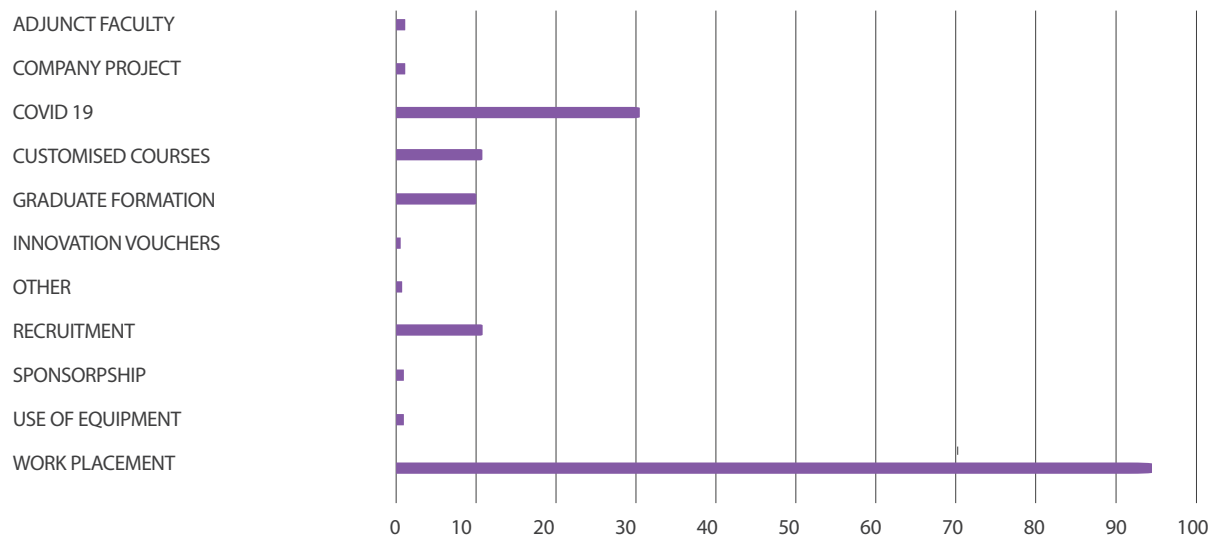
## Engagements with companies and organisations:

Extended Campus had Engagements with 169 Companies and Organisations during 2020. Below is a breakdown of the Sectors and the Engagement types.

### ENGAGEMENT SECTORS



### ENGAGEMENT TYPES



## Company Interactions

### Clearstream:

- Live Case with Lisa Murphy (MSC GBP) Innovation & Creativity.
- Innovation Challenge (Rubicon).
- Clearstream Hackathon with Computer Science.
- Computer Science Final Year Project, discussion started with Clearstream.
- Guest speaker for Computer Science.
- Work Placement: 16 CIT Students across multiple disciplines.
- Lunch event for Clearstream Management (23rd March), event cancelled.
- Interview training session for potential internship applicants with Clearstream personnel.
- MTU Mentorship program: facilitated Clearstream personnel.
- Introduced MTU Alumni (Da Silly Heads) to Clearstream for on-campus Event sponsorship.

### VMWare:

- Ongoing engagement with Talent Engagement Managers & Project Managers.
- Breakfast event.
- Organised four student invited events.
- Live Cases.
- Computer Science Final Year Project.
- VMWare Females in Stem Program.
- Business Information Systems (BIS) ongoing engagement with VMWare re: internships and interview training skills.



**DELL:**

- School of Business Diversity Inclusion collaboration live case – ongoing.
- Interview training session for potential internship applicants with Dell personnel.
- Internships ongoing across various disciplines.

**Quest Solutions:**

- Ongoing engagement across various disciplines regarding Work Placement, Guest Speakers and Live Cases.

**Wisetek:**

- Ongoing engagement with Work Placement, Graduate Position and Live Cases.

**EM3**

- Began a process to broaden and deepen the existing relationship to one of the strategic partners; created multi-faceted plan of action.

**CIT Access Office:**

- Engagement on Traveller Education Project, Learning Factories and Cork Chamber of Commerce.

**COPE Foundation:**

- Engagement with their Work Ability Project

**Sponsorship:**

- Irish Heart Foundation Fundraiser Lunch
- CIT 5K Sponsorship

**Cork Chamber of Commerce (CCC):**

- Supporting CCC Breakfast events

**Covid19 response**

- Coordinated collection of on-campus medical supplies for donation to hospitals at the critical initial period of the pandemic
- Coordinated use of CIT equipment (3D printers) for making emergency Personal Protective Equipment (PPE)

**Other Activities**

- Outreach to municipal governments, universities and trade bodies in Ningbo and Shanghai, China.
- Promoted CIT as a partner for collaborative projects in Artificial Intelligence and Internet of things applications, on a targeted trade mission organized by the Ireland China Science and Trade Association (ICSATA) in early January 2020 (pre-covid).

## Events

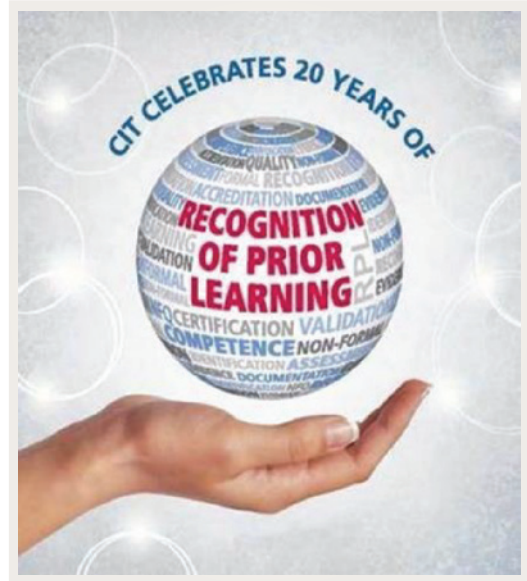
### Twenty Years of RPL in CIT

Recognition of Prior Learning has been central to the strategic focus and direction of Cork Institute of Technology since 1999. With over 6,000 successful applications, CIT marked the substantial contribution that RPL, and through it, the Institute has made to individuals, organisations and regional development in broadening participation within lifelong learning.

To celebrate the occasion in December 2019, the CIT Extended Campus launched a video and handbook with insights and reflections from students, assessors and those within the field of validation who have experienced the impact of Recognition of Prior Learning first-hand.

RPL Video link: <https://vimeo.com/377085123>

RPL Handbook link: [https://issuu.com/mycit/docs/cit\\_celebrates\\_20\\_years\\_of\\_rpl/2](https://issuu.com/mycit/docs/cit_celebrates_20_years_of_rpl/2)



Deirdre Goggin. Pic: Brian Lougheed.



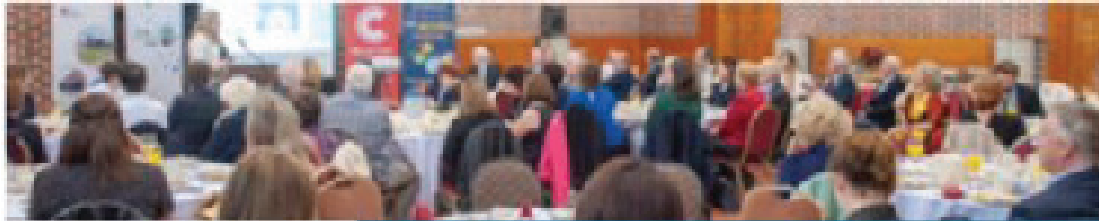
Dr Joe Ryan (THEA), Ciaran Lynch (CETB), Deirdre Goggin, Dr Barry O'Connor and Prof Irene Sheridan (CIT)  
Pic: Brian Lougheed.



Phil O'Leary, Deirdre Goggin, Brendan Goggin, Prof Irene Sheridan, Ray Coughlan and Dr Barry O'Connor  
Pic: Brian Lougheed.



Gerard O'Donovan, Dr Ann Toebes and Dr Pio Fenton.  
Pic: Brian Lougheed.



## The Learning Workplace Breakfast

A Cork Learning City event showcasing successful transferable workplace learning partnerships

Innovations and insights from business, industry, education partners and employees

**7:20 - 9:00am**

**Thursday 26th September 2019**

Tourism & Hospitality Dining Hall  
Cork Institute of Technology, Rossa Avenue, Cork



7:20am Registration

7:30am Breakfast & Networking

7:50am Welcome : Dr. Barry O'Connor, President of CIT  
The Learning Workplace in Context

8:00am Breakfast Bites: including inputs from

- Doston Scientific - CIT**
- Defence Forces - CETB**
- DePuy - UCC ACE**
- Cork Chamber - Skillnet**
- Local Enterprise Office - Academy Crests**
- Learning Factories**



Images from  
The Learning  
Workplace Breakfast  
2018

8:50am Closing remarks

For more info & to register for this event  
[extendedcampus@cit.ie](mailto:extendedcampus@cit.ie)

Free delegates car-parking available



On Sept 26<sup>th</sup>, 2019, CIT hosted the Learning Workplace Breakfast - a Cork Learning City Event, attended by over 70 representatives from Business and Industry in the Cork area. Sgt Lisa Walsh who has served with the Defence Forces for 18 years spoke about the skills she has gained through workplace learning and the Recognition of Prior Learning Process.

Ronan Emmett, Learning and Talent Acquisition Manager at Boston Scientific spoke about the benefits of having a strategic education partner.

Phil Cone from Academy Crests shared his experience of attending a Lean for Micro Programme run by Local Enterprise Office (LEO) Cork.

Other presenters at the event include:

- Dave Barry, IT@Cork Skillnet
- Alan Crowe, Boston Scientific
- Ita Madden, Cork LEO
- Deirdre Goggin, CIT
- Peter Maloney, Leisureworld
- David Heelan, DePuy
- Tony Daly, Pfizer
- Lyndsey El Amoud, UCC
- Larry Finnegan, Defence Forces



*Sgt Lisa Walsh, Defence Forces*



*Ronan Emmett, Boston Scientific*



*Phil Cone, Academy Crests*



*Professor Irene Sheridan and Denis Barrett, Coordinator of Cork Learning City.*

## Publications and Social Media Interactions

### Engagement in Practice – Case Studies 2019-2020

30 case studies were published by Extended Campus as exemplars of industry engagement with CIT. Case studies are disseminated in hardcopy via information packs at industry events, IDA meetings and Learning Clinics and digitally via the Extended Campus website, Twitter, LinkedIn, and the Extended Campus Newsletter.: <https://extendedcampus.cit.ie/case-studies?cYear=2020>



CAPPA Sheds Light on Characterisation of Surface Residues



CIT Marketing Student Assists Lidl Ireland & Northern Ireland in Creating Summer Campaign



CAPPA conducts Optical Microscope Gauging of Laser Drilled Pinholes



Tourism Students Collaborate with Pure Cork to Conduct Market Research for the Development of a Visitor Pass



Nimbus Partners with BingBong.ie to Develop a Paper-Based Concept into a Digital Reality



CIT Department of Mathematics Collaborate with Kerry Group



CAPPA Investigates Novel Imaging Modality



MA in International Business Students Provide Building Blocks to Grow Build a Culture of Innovation



CAPPA Assists Nestle in Product Analysis and Process Development Through Photonics



Customised Course Reaches Wider Audience to Address Regional Leadership Development Needs



MA in Global Business Students Help to Generate Ideas at Clearstream



CIT Students create Marketing Communication and Relationship Strategies for SuperValu's Autism Friendly Initiative



CIT partners with IT Tralee and the South West Regional Skills Forum to Deliver Professional Upskilling Programme



CIT Business Students Design and Inclusion Strategy for the Multi-generational Workforce in DELL Technologies



CIT MSc Marketing Practice Students Provide Marketing Consultancy for Wisetek



CIT Marketing Students Create Experiential Marketing Campaigns for Gym+Coffee to Raise Brand Awareness



CIT BIS Students Team Up with Service rePublic



MA in International Business Students Provide Building Blocks to Grow a Culture of Innovation

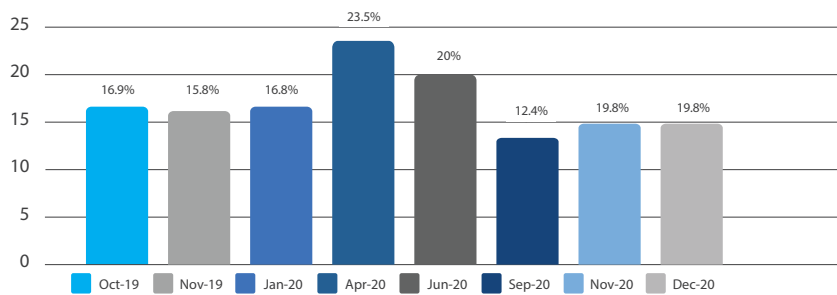


## Extended Campus Newsletter

Eight editions of the Extended Campus Newsletter were published during 2019-20. The Newsletter promotes CIT collaborations with industry through case studies and news items.

The Newsletter is circulated via email - internally to 1674 CIT staff and externally to 805 industry subscribers with an average open rate of 30% and 20% respectively. It is also published on the Extended Campus website and promoted via Twitter and LinkedIn with a link to subscribe. Past issues are available at <https://extendedcampus.cit.ie/newsletter>

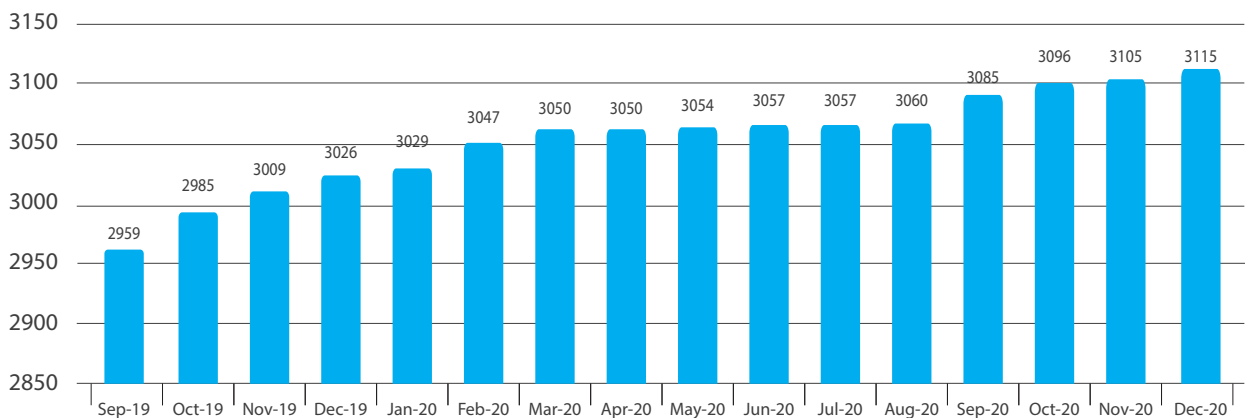
### 805 External Subscribers - Open Rate %



### Twitter Activity

@extendedcampus followers increased by 5% with a monthly average of 28k tweet impressions and 558 profile visits.

## Twitter Audience Growth Sept '19 - Dec '20





## 4.5 Alumni Engagement

### Meet the Graduate and The Alumni Podcast Series

The Meet the Graduate Programme was cancelled due to Covid-19 restrictions. However, it was decided to introduce an Alumni Podcast Series to provide students and the wider CIT community with an opportunity to learn about CIT alumni and their journeys. The Alumni Office engaged with six alumni across various sectors for the inaugural Alumni Podcast Series.

*Podcast Plays from 1<sup>st</sup> September 2020 to 31<sup>st</sup> December 2020*

Episode Title	Plays
Climate Change and the Future of Energy Management with Paul Murphy	267
Shared Experiences and the Changing World of Work with Dave and Darren Murphy	219
The Importance of Early Education with Wendy Oke	184
Introducing The Alumni Podcast Series	131
Overcoming Hardship and Building Confidence with Colm Healy	75
Find Your Sound with Sarah-Beth O'Mullane	66
Practice Makes Perfect with Will Sliney	35

### Graduate Outcomes Survey 2019

The Graduate Outcome Survey of 2019 graduates was cancelled in line with a sector-wide decision taken by the HEA.

### CIT Alumni Survey

CIT Alumni Office issued a survey to alumni of the Institute in August 2020 to assess attitude towards the Institute. The research conducted and data gathered will guide and inform an MTU alumni strategy which will build an evidence-based, successful programme that in time will build a strong alumni identity and increase the chances of philanthropic support.

### Findings

In general, those who responded to the survey were very positive about CIT – they had a positive student experience, they felt that the learning environment helped them to reach their potential, they are proud to be former students of CIT and they now consider themselves to be supporters of CIT. Graduates were asked to provide three words to describe CIT with “practical” being by far the most used word, which is represented in the word cloud below.



## **Workshop: Multi-Campus Alumni function for Munster Technological University (MTU) - 22<sup>nd</sup> and 23<sup>rd</sup> April 2020**

As Cork Institute of Technology (CIT) and Institute of Technology, Tralee (IT Tralee) are set to become Munster Technological University (MTU), engagement between the CIT Alumni Office and those responsible for alumni relations at IT Tralee was developed and enhanced through a remote workshop that was delivered by alumni engagement and fundraising professionals from the UK. The workshop and project were funded through an MTU Multi Campus Engagement Funding call.

The aims of the workshop were to:

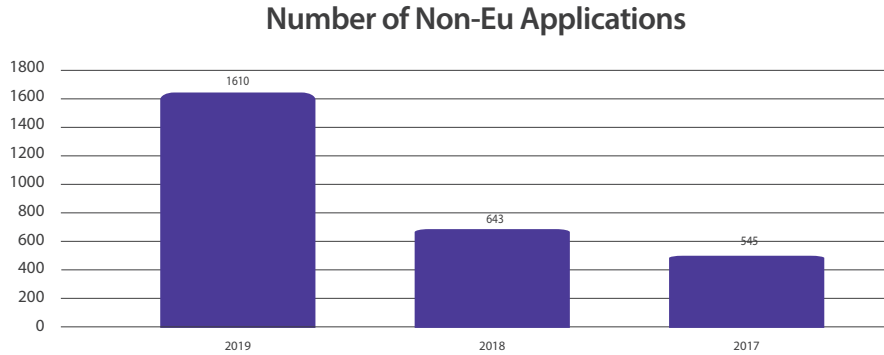
1. Develop relationships with those working in alumni relations in respective institutions and identify an effective model of collaboration for a Multi-Campus Alumni Office.
2. Identify areas of opportunity for joint development and share knowledge and expertise.
3. Learn from colleagues from Higher Education Institutions (HEIs) in Ireland and the UK who have been through a university merger with a focus on the alumni function.
4. Explore the process of creating an effective multi-campus Alumni Office for MTU and understand the steps involved to develop a strategy to move towards an MTU Alumni Office.
5. Identify the workstreams required for a successful merger.
6. Consider resources required to meet the ambitions of an MTU Alumni Office.

Feedback from attendees was documented to develop a practical “Best Practice Road Map” outlining the steps involved in moving towards an MTU Multi-Campus Alumni Office. This incorporated an analysis of the resources required to support the merger.

## 4.6 International & EU Activities

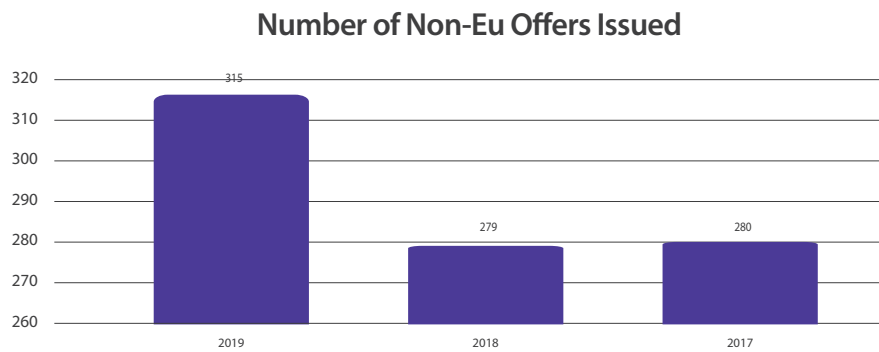
### NON-EU Applications Update

A total of **1,610** non-EU applications were received for 2019/2020 academic year, a significant increase compared with the two previous years:



### Offers

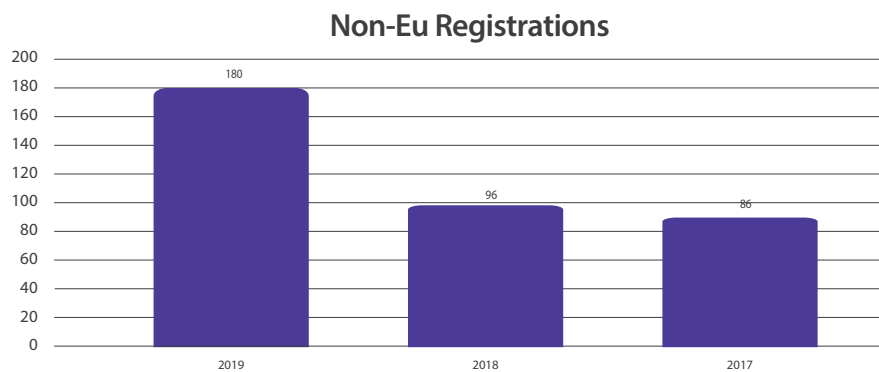
A total of **315** offers were issued to non-EU students for the 2019/20 academic year.



### Registrations

A total of **180** new non-EU students registered in September 2019. A further 130 Erasmus students registered, resulting in a total international student intake of 310 this year.

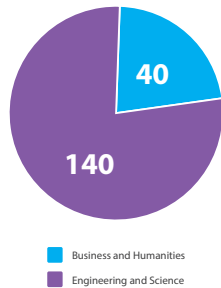
Note: 28 additional Study Abroad students from the USA and Canada registered with CIT in January 2020. Due to the Covid-19 pandemic, these students returned home on 12 March 2020. 25 students completed their studies online from home, 2 students completed their internships remotely and 1 student withdrew studying with CIT and opted to study remotely with their home institution, Endicott College, USA.



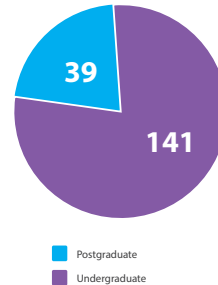
### Registrations by Faculty

### Registrations by Study Level

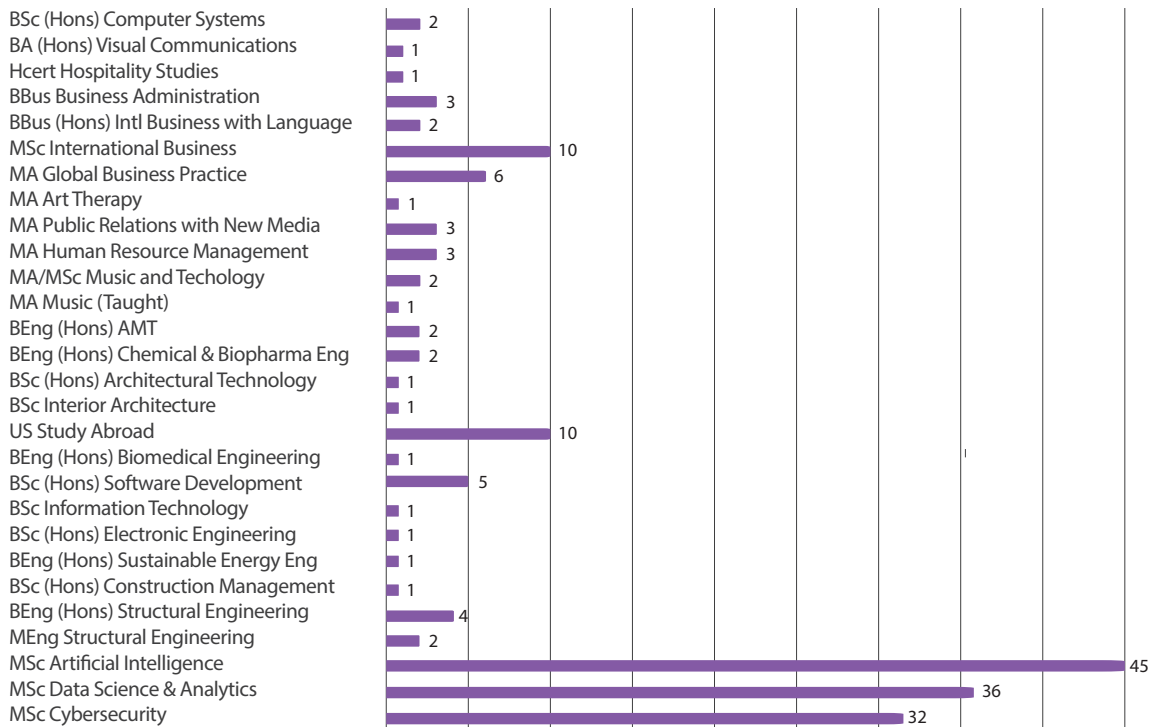
2019/20 Non-EU Registrations by Faculty



2019/20 Non-EU Registrations by Study Level



### Registrations by Programme



### Trends

Per chart above, the registrations spikes are due to the successful recruitment of non-EU students to the MSc Artificial Intelligence and MSc Cybersecurity offered by the Department of Computer Science, and the MSc Data Science and Analytics offered by the Department of Mathematics. There was also significant interest in the International Marketing and International Business programmes, specifically the MSc International Business and MA Global Business Practice.

### OASIS

The International Office was due to launch OASIS (Online Application System for International Students) in February 2020. This was a project developed in conjunction with IT services and an external provider, RunMyProcess, and will move all non-EU full degree and postgraduate applications online.

The application failed final penetration testing in February 2020, the application therefore could not be launched.

## International Recruitment

Due to Covid-19 only one planned International recruitment trip took place to India from end of February to early March 2020. Due to the Covid-19 pandemic planned trips to Canada, Malaysia, USA, Nigeria, Oman, Abu Dhabi and Dubai were cancelled. Recruitment activities moved to online platforms.

### COVID -19

As a consequence of the COVID-19 pandemic, a fundamental review of the internationalisation strategy of CIT/MTU will need to be conducted to take account of the sudden and disruptive impact that this development has had on all activities on the international front. Given the recent Government approval for designation of MTU, it is logical to undertake this work in a structured manner across MTU as a whole as distinct from adopting isolated strategy development in CIT and ITT, respectively. While the precise details of this collaborative approach to strategy development will be finalised over coming weeks, the immediate focus of CIT internationalisation activity will be to maximise the extent to which we maintain our hard-earned achievements on the international front while ensuring that our activities comply with all relevant return-to-work and return-to-study safety protocols associated with the COVID-19 pandemic.

Broadly speaking, our internationalisation activities fall under the following headings:

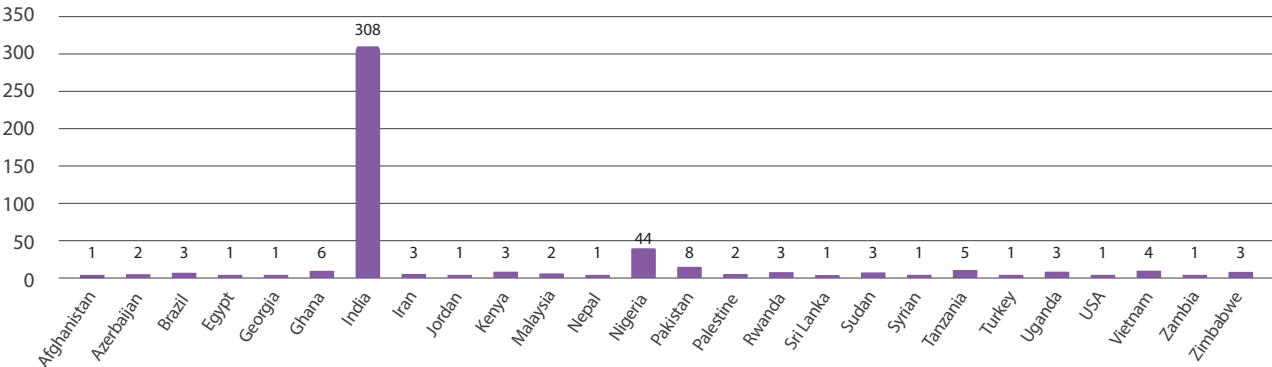
1. **Erasmus+.** Erasmus+ is the EU's programme to support education, training, youth and sport in Europe. Its budget of €14.7 billion provides opportunities for over 4 million Europeans to study, train, and gain experience abroad. In CIT, its primary function is to support student and staff exchange with our EU neighbours in line with the strategic aims of the European Union.
  - **COVID-19 Impact:** Physical mobility activities suspended for semester 1, 2020/2021. The situation will be kept under review for semester 2, 2020/2021. Alternative options for online engagement to be explored.
2. **Student Recruitment from Outside of Europe.** This activity is aimed at attracting individual students from outside of Europe to enroll in CIT as well as establishing "study abroad" relationships with HEIs from outside of Europe to facilitate institute-to-institute exchange of groups of students.
  - **COVID-19 Impact:** Significant disruption globally in this context. Widespread anticipation of major reduction in extra-EU enrolments, with consequent intensification of competition for domestic CAO students. Currently, approx. 25% of the number of extra-EU students who enrolled in 2019/2020 have committed to enrolling in 2020/2021, with the remainder either keeping their options option or cancelling their applications. The majority of these students are associated with a small number of CIT Masters' programmes in Computer Science and Data Science & Analytics.
3. **Internationalisation of the Curriculum.** Internationalization of the curriculum is the incorporation of international, intercultural and/or global dimensions into the content of the curriculum as well as the learning outcomes, assessment tasks, teaching methods and support services of a program of study. (Leask 2015)
  - **COVID-19 Impact:** Work has been ongoing steadily in this area over various programmes in recent years – opportunity to achieve step-change acceleration of this work will be limited due to the extensive QA effort required to address challenges presented on a system-wide basis arising from changes associated with COVID-19.
4. **Internationalisation at Home (IaH).** Internationalisation at Home has been defined as "...the purposeful integration of international and intercultural dimensions into the formal and informal curriculum for all students within domestic learning environments" (Beelen & Jones, 2015). It has much in common with 'internationalisation of the curriculum', a line of action which emphasises the importance of internationalising learning outcomes for all students, not simply those who study abroad.
  - **COVID-19 Impact:** This is an area that CIT/MTU will need to focus heavily on. We need to ensure that we build on the relationships achieved in times past by creating extracurricular activities which integrate the students who enroll in CIT as well as continuing the development of relationships with HEIs such as Endicott College (located about 20 miles from Boston).
5. **Research & Innovation (R&I).** CIT participates in many EU research projects. International collaborations over recent years have developed relationships with over 100 different international R&I organisations. CIT's total drawdown from Horizon 2020, the €80 billion R&I EU funding programme covering the period 2014 to 2020, now totals approx. €10M, almost twice the amount drawn down from the predecessor FP7 programme. On 1st January 2021, the Horizon Europe programme will be launched as the successor to Horizon 2020.
  - **COVID-19 Impact:** While extensions to funding have been approved by research funding bodies, increases in funding have not been provided. CIT needs to manage this situation carefully to avoid incurring unfunded project extension costs associated with disruption locally or in R&I partner organisations.

**Data and Survey Results Associated with Extra-EU Student Applications**

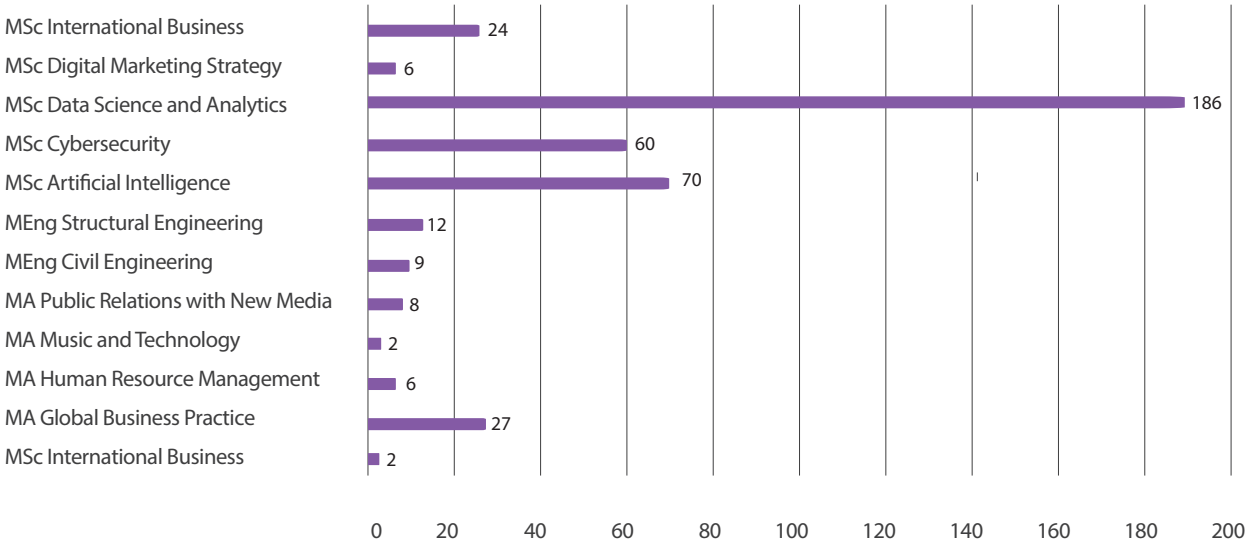
At the end of April 2020, CIT had issued a total of 412 postgraduate offers to extra-EU applicants. At that time, 112 students had accepted their offers and 95% had paid deposits. Since then, commitment levels have weakened with a number of students cancelling and a number seeking to keep their options open through submission of requests for extension of the confirmation period or deferral of offer acceptance. A total of 98 new non-EU students registered with CIT for the 2020/2021 academic year. 29 students opted to defer their place to the 2021/2022 academic year and 41 students withdrew and were issued refunds of any fees paid due to Covid-19.

**Breakdown of Non-EU Postgraduate Offer Holders**

**No. of Non-EU Postgraduate Offer Holders by Country**



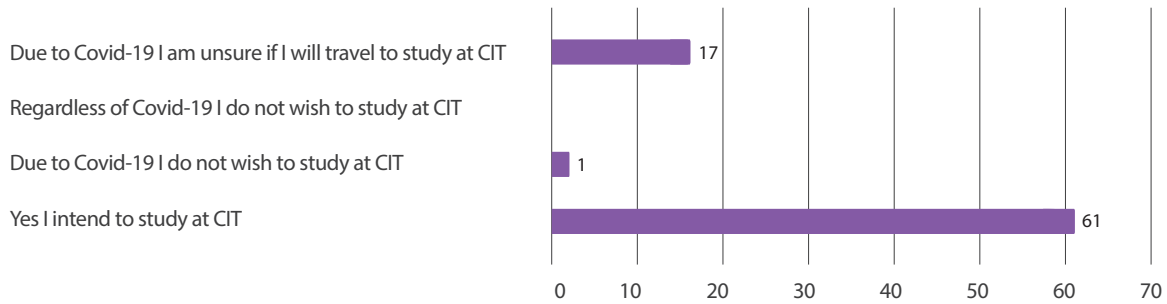
**No. of Non-Eu Postgraduate Offer Holders by Course**



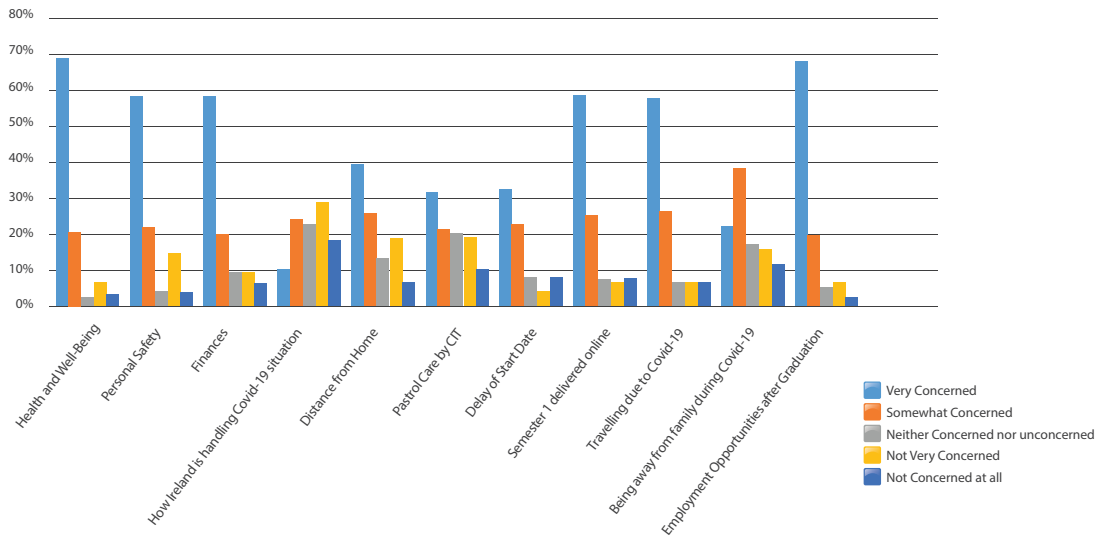


Preliminary findings of an 'International Postgraduate Offer Holders' survey conducted by the CIT International Office are as shown below. These results should be interpreted with caution as the COVID-19 situation is developing at different rates in different regions around the globe, resulting in constantly shifting confidence levels in relation to student mobility.

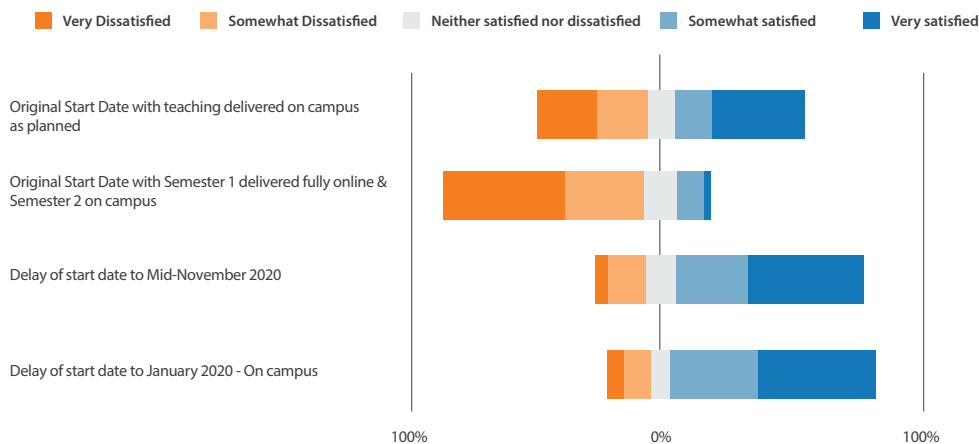
### Given the current situation, do you still intend to study at CIT (Please select most relevant statement to you).



### How concerned are you about the following issues while you are considering taking up your place at CIT



**Depending on how the current situation evolves, please let us know your feelings on the following options of study**



A total of 98 non-EU students enrolled on full time courses at CIT in September 2020. The decrease in registration for the 2020/2021 academic year is due to the Covid-19 pandemic.

Due to the Covid-19 pandemic the Department of Further and Higher Education, Research, Innovation and Science (DFHERIS) and sectoral representative bodies established a set of principles which the sector adhered to in supporting a managed, safe and collaborative approach to the arrival of all International higher education students to Ireland for the 2020/2021 academic year.

These protocols were for all international students new or returning to Ireland to undertake study, including EU students.

Below outlines the set of principles put in place for CIT to adhere to along with measures CIT International Office put in place in order to comply with such requirements.

**Pre-Departure**

Under the key principles International students must have:

- Complied with any requirements currently in place by Irish authorities in respect of international travel
- Completed an online symptom tracker 14 days before departure to Ireland (Any students who have symptoms or who have tested positive for COVID-19 should not travel to Ireland until they have been symptom-free for at least 14 days prior to departure).
- Undertook briefings from their institution on public health advice and restriction of movement for first 14 days after arrival

It was the responsibility of higher education institutions to ensure that briefings/training is completed by all international students.

In order to comply with the above requirements CIT International Office took the following steps:

- Hosted regular information webinars advising incoming, new and returning, international students on the current situation in Ireland and what requirements and restrictions are in place by Irish Authorities. Webinar slides were shared with all students after each presentation took place
- Collated information on travel details of each student to comply with pre-arrival symptom tracking.

**Travel to Ireland and Management Arrival in Ireland**

Under the key principles set out Higher Education Institutions had to manage the safe arrival of international students and ensure they were transferred privately from port of arrival to their accommodation.

The Irish Government tendered a company to provide a Meet and Greet service at Dublin Airport in order to ensure that all incoming international students would be welcomed in a designated area and, from there, directed to the dedicated transport service to their accommodation in the relevant city / town.

Any arrivals outside the Meet and Greet service were to be catered for by individual Higher Education Institutions.

Higher Education Institutions had to provide travel details of international students to the travel company in order for them to arrange private transfers.

In order to comply with the above requirements CIT International Office took the following steps:

- Collated information on travel details of each student, regularly sending updated databases to Cogs and Marvel (travel company) to arrange for transfer from Dublin Airport to Cork.
- Coaches dropped international students at a designated point on CIT campus. The International Office arranged for a taxi to be waiting for each student to be taken directly to their accommodation.
- Airport pick-up was organised for any students arriving into Cork Airport.

### **Restricted Movements for 14 Days After Arrival**

All international students arriving from countries not on the COVID-19 Green List were required to restrict their movements for the first 14 days after arrival. Students were to be advised by institutions of the need to maintain appropriate behaviours to minimise risk of transmission during the 14-day period.

HEIs should have in place symptom tracking procedures for the 14-day period. Where students have symptoms, they should be supported.

In order to comply with the above requirements CIT International Office took the following steps;

- Information webinar sessions included information on post arrival requirements and what restricting movements means to each student.
- Issued online symptom tracker 14 days post arrival to Ireland for completion by student. Should a student fail to do so, a follow up email was issued.
- Collated and addressed any support required in order to help students comply with self-isolation period (grocery shopping, bedding, etc.).
- Two-week international student orientation and registration programme took place from Monday 7 September 2020.

### **Public Health Issues**

Public health advice on travelling to Ireland must have been complied with by all international students. This would evolve over the coming months and it was the responsibility of the institutions to ensure that all arriving students were aware of the most up to date public health advice in this regard and that International students were adhering to this advice.

In order to comply with the above requirements CIT International Office took the following steps;

- Symptom tracking 14 days before and 14 days after arrival to Ireland
- Informed all students to download Covid-19 app
- Regular information sessions/briefings

Due to the online delivery of lectures, CIT offered flexibility to the arrival times of international students throughout Semester 1. All government health protocols were followed throughout the semester as students arrived.

### **Recruitment for 2021/2022 Academic Year**

Due to covid-19 all recruitment fairs took place virtually. CIT participated in recruitment events targeting Africa, the Middle East, India, Asia and South East Asia, Latin America, the US and Canada.

Challenges and uncertainty around Covid-19 and how it will evolve is still causing uncertainty for potential international students and the wider international network.



## Incoming/Outgoing Mobilities 2019-20

2019/20 Erasmus Exchange students		Total Actual Students
1	Incoming Students	171 (191 including placement students)
2	Outgoing Erasmus Traineeships (internships)	43
3	Outgoing Study Exchanges	72

## Total funding for 2019-20 as follows:

Category	Requested	Approved	Amount €
1 Study exchanges	65	65	138,563
2 Traineeships	65	65	90,905
3 Lecturing Visits	16	16	22,400
4 Staff Training (including 16 mobilities related to MTU group visits)	32	32	44,800
5 Organisation Support			50,600
<b>Total Grant</b>			<b>347,628</b>

## Erasmus+ KA103- Mobility between Programme Countries – 2019-20

## Achieved mobility numbers as follows:

Mobility Category	Total Achieved to Date*
1 Incoming Students	72
2 Outgoing Erasmus Traineeships (internships)	43
3 Outgoing Study Exchanges	3 *
4 Staff Training	3 *
<b>Total Mobilities</b>	<b>121</b>

\*Further staff mobilities postponed due to COVID 19. Contract extended to 31/05/21 to facilitate postponed mobilities.

## Erasmus Outgoing Mobility & Curtailments/Cancellations due to COVID 19

### Outgoing Study Exchanges – Autumn and Spring Semesters 19/20

Seventy-two students carried out Erasmus study exchanges during 2019-2020. Thirty-five students who were abroad during the spring semester 2020 followed CIT advice to return home in mid-March, due to COVID 19. Most of these students continued to study remotely with their host institutions where possible. Where this was not possible students re-enrolled for CIT modules for the remainder of the semester.

### Outgoing Erasmus Internships – Autumn and Spring Semesters 19/20

A total of 15 Early Education students carried out placements at the Vincerola Kindergarten in Germany during the autumn semester. CIT's long-established relationship with Vincerola has facilitated undergraduate internships, graduate traineeships and full-time jobs for CIT students on this course since its first year of operation. The partnership is an undoubted Erasmus success story, as well as an example of high-quality university-industry collaboration which provides targeted, career-focused training for participating students.

A further two students went to Vincerola in February 2020, and three students went to CIT's new partner organisation, The Chiswick School in Malta. Unfortunately, these students had to return to Ireland in mid-March due to the COVID 19 pandemic.

A further 26 students, from the areas of International Business, Biological Sciences, Physical Sciences and Mechanical/Biomedical/Sustainable Engineering were obliged to cancel their internships in France, Germany, Spain and Slovakia, which had been due to commence in March 2020, also due to COVID 19 precautions.

Graduate traineeships, which normally commence in autumn, have also been suspended until travel restrictions are lifted. Some of these may take place in the spring, as the extended Erasmus contract will allow for mobilities up to 31/05/2021.

### Incoming Applications for Autumn 2020

A total of 105 Erasmus incoming applications were received and processed digitally for the first semester and full academic year 2020/2021. Given the cancellation/postponement of first semester mobilities, the applicants were given the option to either cancel their application or postpone to the spring semester 2021. To date twenty applicants have officially postponed their mobility to the spring semester 2021.

### Outgoing Applications for Autumn 2020

A total of 37 Erasmus outgoing applications were received and processed for the autumn semester and full academic year 2020/2021.

The CIT students who were accepted to study abroad during the autumn semester have been offered the possibility to postpone their exchanges to the spring semester 2021. Five host universities will transfer students automatically to the spring semester starting in January 2021. There is no requirement to re-nominate these students.

### Erasmus+ Staff Mobility (Outgoing)

The following CIT academic staff completed Erasmus-funded lecturing visits to partner institutions during the autumn semester 2019:

- Dr Donagh O'Mahony, Head of Department of Physical Sciences visited Universite d'Angers in September 2019.
- Dr Vincent Ryan, Department of Computing, and Dr Phil Curtin, Media Communications visited Fachhochschule Karlsruhe to lecture on Cyber Security and Computer Networking. This teaching mobility was associated with a virtual learning module in this area, for teams of students from each institution who worked on joint projects.
- Darren McCrann, CCAD, was allocated Erasmus staff training funding to visit the Ecole Nationale Superieure Louis Lumiere in Paris in early November.
- Dr Pamela Hardesty visited Vilnius Academy of the Arts Institute as part of the textile exchange and exhibition programme at the end of October.
- Maria Murray and Aoife Dorney, Erasmus academic coordinators in the Department of Media Communications, visited Malarden University in Sweden.

- Maurice Murphy, Department of Management and Enterprise, travelled with a group of students to Hogeschool Utrecht, January 2020 to teach on and participate in the joint intensive programme in business management.
- Monica Moisuc, International Office, attended the Erasmus Going Digital event in Luxembourg.
- Margaret Mulderrig, International Office, attended the "What's new in Brussels?" ACA Seminar in February 2020, where speakers from the European Commission briefed universities on the latest developments in the new Erasmus programme and gave an update on the Erasmus without Paper project.

A number of other staff mobilities have been postponed until the spring semester 2021. A further call for new applications for Erasmus staff teaching and training visits, to take place during the spring semester, will be sent out in early October 2020. Further details on Erasmus Staff Mobility opportunities can be found at: <https://www.teachingandlearning.ie/our-priorities/enhancement-within-disciplines/erasmus-delta/>

### **Current Erasmus+ International Credit Mobility Projects:**

#### **CIT and Khon Kaen University, Thailand (coordinated by Dr Pio Fenton):**

The first incoming staff visit from Thailand took place in May. One of the four visiting staff members has recently returned to CIT to enrol for a PhD. Further student and staff mobilities between CIT and Khon Kaen University are planned for the spring semester 2020. Due to COVID 19, the contract period for this project has been extended until July 2021.

#### **CIT and the University of Economics, University of Danang and Ho Chi Minh City University, Vietnam:**

The first student and staff mobilities funded by CIT's latest Erasmus+ ICM project with UEUD Vietnam and Ho Chi Minh City University were due to commence during the spring of 2020. This project will provide for ten incoming and two outgoing student exchanges as well as four incoming and two outgoing staff. Due to COVID 19, the contract period for this project has been extended to July 2022. It is anticipated that the first student and staff mobilities will now take place in the spring of 2021.

#### **Erasmus + KA103 Call for Proposals 2020 – Funding Confirmation**

An application for student and staff mobility between European partner countries (KA103) was submitted in January 2020. Funding confirmation was received in June 2020. A total of €306,873 has been allocated to CIT to facilitate student and staff exchanges, traineeships and staff training mobilities. The contract period commenced on 1st June 2020 and was due to end on 30th September 2021. However, in view of COVID 19 travel restrictions, the contract has been extended to a two-year contract, ending in September 2022.

#### **Erasmus Without Paper (EWP):**

- The Erasmus team attended the HEA International officers meeting, EWP & ICM meeting on the 16 & 27<sup>th</sup> October 2020. As a result, and to comply with the new European initiative EWP (Erasmus Without Paper) including the Online Learning Agreement initiative, the Erasmus team decided to process all incoming applications digitally.
- In February 2020, Monica Moisuc, who is coordinating the International Office's implementation of the EWP system, attended the Erasmus Going Digital event in Luxembourg. This featured plenary sessions and discussion rounds on the first steps of the transition to digital Erasmus, challenges and opportunities, as well as change management processes.
- On 5<sup>th</sup> March 2020, the Erasmus team attended the EU Webinar: Renewing and Managing Inter-Institutional Agreements. The webinar introduced the new Inter-institutional Agreement Manager as part of the EWP Dashboard and was hosted by the European Commission.
- Outgoing Students were encouraged to use the OLA (Online Learning Agreement) via Erasmus + App. As a result, six active OLAs were generated in our Dashboard.
- April 2020: The Erasmus team tested the new Dashboard function Inter-Institutional Agreement Manager with our partner in Sienna (Italy). One test digital BA was created in the Dashboard.
- On 18<sup>th</sup> June 2020, the Erasmus team attended the virtual EWP briefing via Skype organised by the HEA. Joao Bacelar, Executive Manager of the European University Foundation, was the guest speaker for the session. He highlighted new developments and future timelines in implementing EWP.

#### **Erasmus Promotional Activities**

- We have set up a new space for the international office in Workvivo - The new CIT internal social networking platform call WorkVivo enables the Erasmus Office to engage in internal promotional activities on a regular basis to promote both outgoing student and staff mobility.
- This is linked to Twitter so we can post on Workvivo and Twitter simultaneously. We also try to involve others in our posts by sending shout outs and tagging Academic Coordinators.



- The new Instagram account for the Erasmus Office CIT provides a number of testimonials from top students that undertook an Erasmus mobility abroad previously @ErasmusCork
- Various posters and flyers were created and distributed in the campus and on social media by the Erasmus Office to promote outgoing student and staff mobility.
- A new brochure "Internationalise yourself" is being drafted.
- Since Sept 2019 the Erasmus Team has organised and provided four class information sessions to promote outgoing mobility in the following departments: Mechanical Engineering, Civil Engineering Business and Media.
- On 16<sup>th</sup> November, the Erasmus Team promoted the programme at the official CIT Open Day 2019. Information in relation to the benefits of the Erasmus programme was provided to potential CIT students and secondary schools representatives. Guidance counsellors attended also and requested brochures to distribute in their schools to promote Erasmus. Parents – sometimes key influencers - were impressed with the benefits of going on Erasmus and in some instances both students and parents were not aware of Erasmus or that a language is not required to participate in the programme.
- The Erasmus Office organised a promotional event as part of the CIT Innovation week in March 2020
- The CIT International/Erasmus office organised a Photographic competition whereby students were invited to submit a photo taken in their study destination city/country. Once all photos were submitted, twelve were selected for the 2020 calendar.
- News section of the CIT website is updated regularly.
- On 27<sup>th</sup> November the Erasmus team visited the National Maritime College of Ireland (NMCI) to present and promote staff mobility opportunities.
- The Erasmus team delivered a series of class presentations ahead of the application deadline for outgoing Students 15<sup>th</sup> March 2020. Virtual presentations are planned for September/October 2020, in advance of the spring semester application deadline.
- New promotional merchandise has been purchased, such as CIT "beanie" hats, memory sticks and rulers.
- The Erasmus team this year organised its annual promotional event, as part of the CIT Innovation Week in March 2020. The team promoted the use of the Erasmus + App to CIT students. This included organising a "Download the Erasmus+ app" competition. Students were encouraged to download the Erasmus+ App for a chance to win credit on their CIT student card. The event was promoted via social media platforms including Instagram and Facebook.
- The same event promoted outgoing and staff mobility internally by organising information sessions on the day for both staff and students and previous Erasmus students attended the event to showcase their positive experience.
- On 16<sup>th</sup>-18<sup>th</sup> June 2020, Vera Barrett attended the European Association for International Education's virtual conference event, which focussed on Nurturing Support & Engagement within the student experience. She also used the opportunity to network with other participants in the workshops and these new contacts have been added to our contact database.
- The Erasmus team is considering joining EAIE as official members.
- A standard Erasmus promotional presentation was developed for students, which can either be emailed or accessed from the international.cit.ie website.

## Erasmus Online Internship Project: Marie Lület. Universite de Caen

In February 2020, the International Office welcomed Marie Lület, an Erasmus intern who is currently studying for a master's degree in international partnerships management at the University of Caen Normandy. After only four weeks on campus, Marie had to return to France due to the CIT campus closure in March 2020. The Erasmus team subsequently organised an online internship plan to allow her to successfully complete her mobility online, whilst conducting valuable work for the Erasmus team in preparation for the new Erasmus programme (2021-2027). The online internship project tasks included assessing the quality of our current Erasmus partnerships based on incoming & outgoing number distribution from 2014 to 2020; drafting a summary of partnership quality for individual CIT Departments and illustrating the data with the use of charts; updating the current Erasmus partnerships database for the CIT International Office website; creating a social media strategy; conducting a partner survey for student information purposes and identifying new way of assessing partnerships to create a clear quality assurance procedure for assessing new Erasmus partnerships. Promotional profiles for our key Erasmus partners were also generated as part of this project.

As initially planned, the online internship was successfully completed on 10<sup>th</sup> July 2020. The work carried out under the project serves as a valuable basis for our Erasmus Bilateral Agreements review in preparation for the new programme 2021-2027 and also for the creation of further innovative Erasmus promotional strategies. The Erasmus office is aiming to engage in a long-term partnership with the University of Caen Normandy to allow for annual on-campus or virtual Erasmus traineeship mobilities.

## New Erasmus Bilateral Agreements Signed

- Czech Technical University (CTU Prague), Field: Civil/ Mechanical/Electrical Engineering (renewal)
- Åland University of Applied Sciences (Finland), Field: Nautical Sciences
- Sorbonne Université Faculté des Lettres, (Paris), Field: Music
- Universidad Politécnica de Cartagena (Spain), Field: Civil engineering
- HES- SO University of Applied Sciences and Arts Western (Switzerland), Field: Music
- The Theatre Faculty of the Academy of Performing Arts in Prague (DAMU)

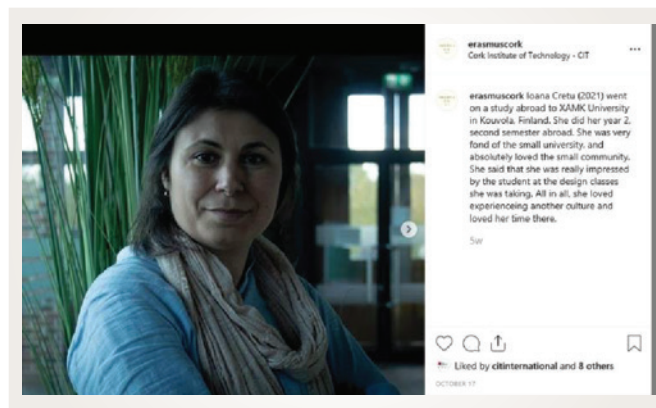
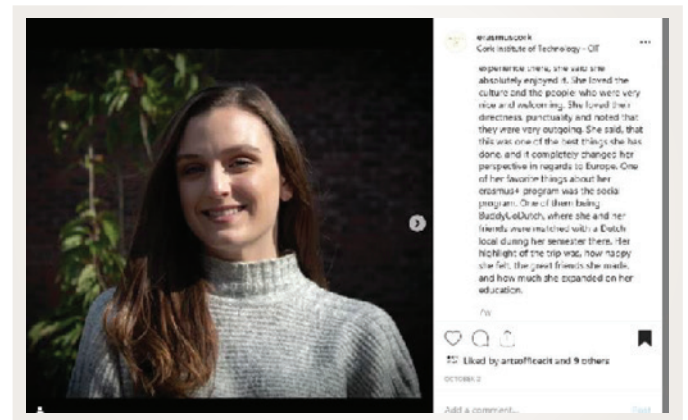
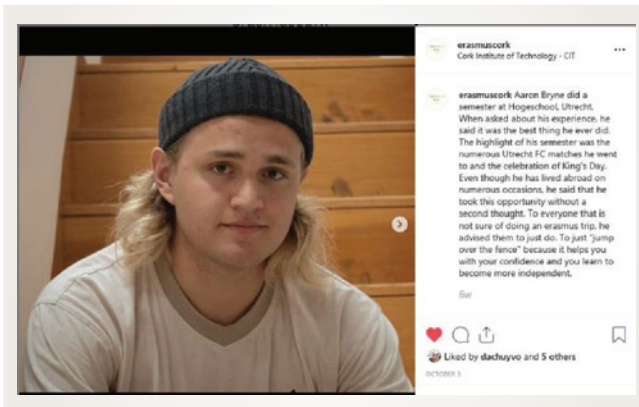
## Erasmus Highlights

- Fine Art lecturers Collette Nolan, Roseanne Lynch and Pádraig Spillane and six CIT Crawford College of Art & Design Fine Art students were selected and invited to participate in the prestigious Stage TOTAL Festival at the Bauhaus Foundation in Dessau, Germany on September 10 – 15<sup>th</sup> 2019. The Bauhaus 100 celebrates its centenary year in 2019 with one of the highlights of the year being the opening of the new Bauhaus Museum and the Festival Stage TOTAL. CIT Crawford were the only Irish art college to be invited by Torsten Blume (Research Associate at Bauhaus Dessau Foundation) to participate in the event. The CCAD students and staff were funded by CIT TLU, Erasmus + and the Bauhaus Dessau Foundation to travel to the Bauhaus on the 10<sup>th</sup> September to perform their exciting new collaborative work 'Myth in Motion' at the Stage TOTAL Festival. A return visit by Joe Murphy of the Teaching and Learning Unit, originally planned for March 2020, will take place in the spring semester 2021, subject to the lifting of COVID 19 travel restrictions.
- Beate Brevik Sæthern is an Assistant Professor in the Faculty of Health and Welfare in Østfold University College, south of Oslo (<https://www.hiof.no/english/>). Beate is currently leading an academic coaching programme in her University College. Beate has published on Academic Coaching and is planning to expand the academic coaching offering in her college. Beate made a connection to AnSEO - The Student Engagement Office's Academic Success Coaching programme as an opportunity to support this expansion. Beate visited CIT the week of the 23rd of September for four days. During the visit Beate had a programme of activities that encompassed group talks on coaching, class visits, meetings with the AnSEO – The Student Engagement Office team and members of senior management. During the visit discussions were held on coaching practice, learnings and areas for development.
- The World Piano Teachers' Association Ireland, under the presidency of Dr. Gabriela Mayer (Erasmus Academic Coordinator for CIT CSM), was launched on the 14th of November 2019 with the support of concert pianist Barry Douglas as Honorary Patron. Members will have access to a varied programme of events, which will include open forums, masterclasses, concerts, workshops and other activities. The goals of the association are to share expertise, offer opportunities for networking and provide useful information and professional development for piano teachers, graduates and students. Further details can be found on the WPTA IRELAND Homepage [www.wpta.info/ireland](http://www.wpta.info/ireland) The Erasmus programme has and will continue to fund Erasmus staff training for CIT Cork School of Music staff at international WPTA events and workshops.
- Erasmus support funding was provided to enable three students from the Department of Tourism & Hospitality who **won two gold**, and **a silver medal** at the annual European Association of Hotel & Tourism Schools (AEHT) competition in Split, Croatia. In a competition made up of seventeen teams and 320 competitors, **Aisling Kelly** (*Bachelor of Business (Hons) in Culinary Entrepreneurship Y4*) was teamed with Ms Laura D'Ambrosio (Italy) for the **Pastry competition**, and they were awarded the **silver** medal. Sam McCormack (*Bachelor of Business in Hospitality Management Y2*) was teamed with Ms Tina Sraml (Slovenia) and Ms Samantha Zoodsma (Netherlands) for the **Tourist Destination competition** and they were awarded the **gold** medal, while **Daniel Meaney** (*Bachelor of Business (Hons) in Hospitality Management Y4*) was teamed with Mr Elia Moschin (Italy) for the **Cocktail competition** and were also awarded a **gold** medal.
- CSM graduate, and former Erasmus alumnus, **Gary Beecher**, won the "Rudolf Jansen Pianist Prize" at the IVC Lied Duo Competition in 's-Hertogenbosch, the Netherlands in November 2019. The prize, named after the famous Dutch pianist Rudolf Jansen, is awarded to a pianist that has made it to the Lied Duo finals and who, according to the jury, has distinguished themselves technically, interpretation-wise, stylistically and by his or her sensibility. Gary completed an Erasmus study exchange at the Hochschule für Musik und Theater, Leipzig, and is a former winner of the Irish Freemason's Young Musician of the Year award.

## Erasmus+ Student Mobility Trends

A recent analysis of Erasmus student mobility activities between 2014 and 2019 has shown the following:

- Almost a tripling of outgoing study exchange numbers
- A steady increase in participation in Erasmus traineeships, including graduate traineeships
- A 30% increase in incoming study exchange numbers



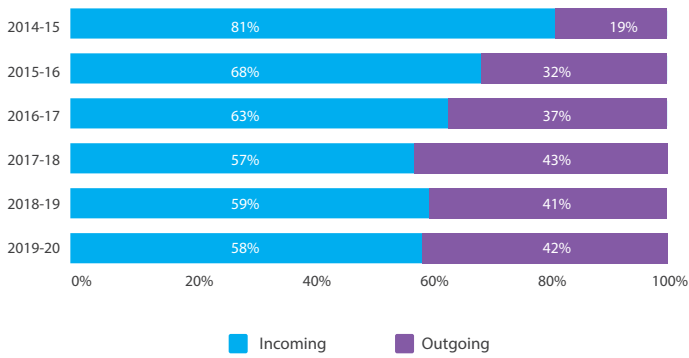
Although the ratio of incoming to outgoing study exchanges was 5:1 in 2014, this has dropped to a ratio of 2:1 in 2019. Whilst there is no doubt that the presence of international students in the Institute enhances the learning, teaching and research experience within CIT, further work is still required to achieve a greater balance of exchanges.

A number of the factors which mitigate against achieving a 1:1 balance, have been addressed during the past six years, through developing more mutually beneficial Erasmus partnerships with institutions who enable us to send more students abroad through offering a higher proportion of courses through English, the introduction of mandatory study abroad periods in CIT programmes, and an increased cohort of students opting to study languages.

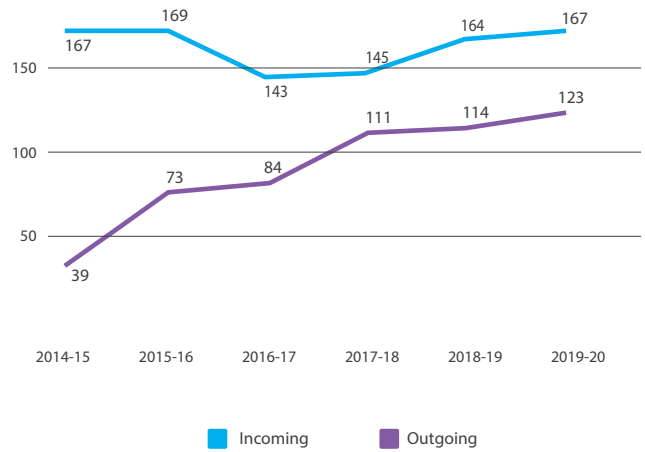
As an English-speaking nation, it is unlikely that Ireland will ever achieve 1:1 Erasmus exchange rates. However, achieving an incoming to outgoing ratio of 1.5 : 1 should be achievable during the next phase of the Erasmus programme, with the possibilities for new modes of mobility, such as blended learning and short term exchanges.

### Incoming V Outgoing Student Mobilities

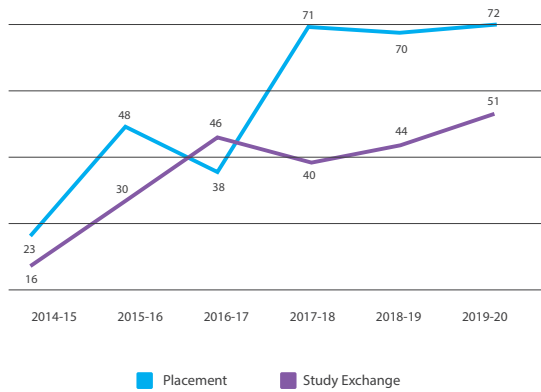
#### Incoming V Outgoing Student Mobilities



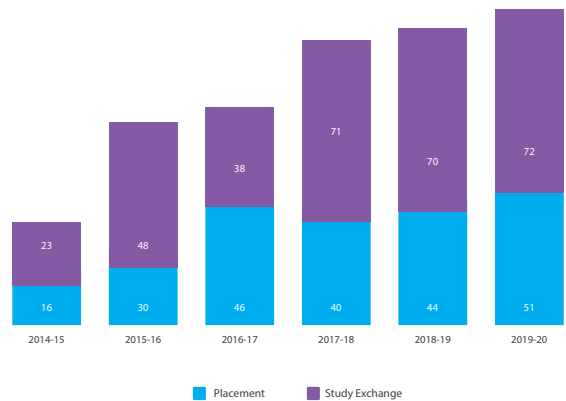
#### Incoming V Outgoing Student Mobilities



### Outgoing Erasmus Study Exchange & Placement Trends



### Outgoing Erasmus Placement V Study Exchange



## 4.7 Department of Technology Enhanced Learning Annual Report

The Department of Technology Enhanced Learning (TEL) pursues its mission across two complementary activity streams: (a) activities focused on the enhancement of teaching and learning via technology and (b) relevant research and development activities. In addition to these two main activities streams, the Department also contributes to a range of other activities across the University and beyond including, *inter alia*, strategic and operational planning, supporting academic processes and collaboration with national and international partners.

### Activities focused on the enhancement of teaching and learning via technology

Within this activity stream much of the effort over the past year has been focused on the challenges of the Covid-19 pandemic and the introduction of emergency remote teaching (ERT). The Department of Technology Enhanced Learning led out on the strategic response to the closure of physical campuses back in March 2020. Initial work involved the selection and agreement of a number of key remote teaching and learning approaches and related technologies. The response to the closure of campus required a complete and radical overhaul of all aspects of teaching and learning, for all staff and students, which was achieved based on the provision of closely-integrated technologies, services and supports provided by the Department of TEL. Further initial work involved:

- Development and update of remote teaching website and associated bespoke resources and help articles.
- Provision of extensive staff training.
- Continual roll-out of new components in response to staff demand, including Canvas Chat, a new rich content editor, QR codes for mobile, MS Teams integration.
- Provision of training and resources for students including tips for remote learning.
- Procurement, due diligence and consultation with regard to the engagement of a remote proctoring service for the institute.
- Launch and management of a remote teaching mentor initiative.
- Provision of extensive training on Canvas assessment features Canvas Quizzes and Canvas Assignments.
- Development, in consultation with the Registrar's Office and other stakeholders, of a range of online assessment options and associated guides and training.
- Training and associated resources in the use of the Canvas Gradebook feature and other related technologies to support result processing.
- Maintenance and management of a busy helpdesk system to assist with all the above. Available figures suggest an average of approx 80 tickets a day.
- Input to various groups, committees, and working parties of the Institute and input to various associated new and revised policies, procedures and guidelines.

As the first semester drew to a close the Department was heavily engaged, in collaboration with the Examinations Office, the Registrar's Office and ITS, in facilitating the assessment of all modules across all courses and Departments. The majority of these assessments were carried out via the learning management system (LMS) Canvas with ongoing support and guidance from the Department of TEL. In addition, the Department supported a number of closed-book, time-limited, proctored examinations via an online proctoring solution which was implemented and supported by the Department of TEL. Following the completion of the initial period of ERT, in May 2020, the TEL department surveyed staff and students to gain insights about people's experiences and how to better support future ERT and online delivery activities. Survey findings gave rise to a number of changes and developments with respect to supports for remote teaching and learning. A report for same was compiled based on analysis of the data gathered and communicated to management, staff and students, along with findings that emerged from the analysis. The findings and feedback were used to improve the planning and delivery of ERT supports and services for semester 1 2020/21.

Over the Summer/Autumn a partnership between ITS, TEL and the Examinations office worked well to deliver some 1,559 repeat/Autumn assessments during the month of August. This involved the Department of TEL overseeing a re-thinking of the Autumn exam process to facilitate a process whereby students were able to repeat online.

Also, during the Summer/Autumn period, TEL worked with the Buildings and Estates Office, the Registrar's Office and other partners in preparing for the commencement of the new academic year and another semester of emergency remote teaching.

Among the work carried out by the Department during this period was:

- Provision of pedagogical guidelines for staff – a direct response to survey findings with respect to requirement for more guidance on how to teach effectively online.
- Guidelines on Open Educational Resources – a direct response to survey findings revealing keen interest from staff in sourcing openly-licensing learning materials and other content.



- Development and validation of the use of a feature called “Canvas Blueprints” to push down layout and content templates of Canvas module – a direct response to survey findings from students about the need for more structure and consistency between modules.
- The introduction of the e-learning authoring system H5P as a way to increase available options with respect to the creation of interactive on-demand content.
- The institute-wide roll-out of the video conferencing system Zoom after survey and helpdesk data pointed to significant feature, performance and support issues with the system – “BigBlueButton” – that had been used during the first ERT semester.
- Supports, developed in consultation with Disability Support Service, for greater accessibility of content and systems for staff and students with disability.
- Development of a range of new help articles for staff and students in response to helpdesk ticket data and survey results
- A range of easy-reference remote teaching guidelines (see <https://tel.cit.ie/remote-teaching-downloads>)
- Validation of an approach to supporting online pen and paper exams using the Canvas mobile app.
- Limited rollout of the Examiy online proctoring service.

The Department also assisted in developing an online version of staff and student ‘Return to Campus’ training. The work involved bespoke illustration, animation and video and development of a solution to provide access and track completion for registered and unregistered students as well as contractors.

In addition, the Department continued to accomplish its ongoing mainstream services in overseeing the rollover of modules in Canvas for the relevant academic year(s), the provision of support to all staff and students regarding technology enhanced learning, support and marketing of all online course offerings, the maintenance and upkeep of the technology enhanced learning ecosystem (including Canvas, Zoom, Screencastomatic, etc), the piloting and deployment of new tools, etc.

The Department of TEL has led out a range of pilots related to the roll-out of a university-wide e-portfolio system. Pilot research has helped to gather important data on user behaviours, requirements and preferences. It is intended to rollout the eportfolio system, integrated into Canvas, as a mainstream service to serve as an additional assessment and learning tool for active students and as a resource for graduates to support them in their job-seeking activities following graduation.

Finally, the Department, at the request of the President, is overseeing a university-wide survey of staff and students’ experiences of ERT over the past semester. This survey will provide important business intelligence to the various university executives and operational groups working to improve supports for remote teaching and learning but will also work to identify related practices and benefits that might be kept on after the reopening of the university’s physical campuses.

## Research Activity

The conduct of relevant, leading-edge research is an important aspect of the Department’s mission and to this end the Department’s staff continued to lead, and/or collaborate in a number of externally-funded projects and initiatives including:

- **Getting Started with Online Teaching:** A project funded by Ireland’s National Forum for the Enhancement of Teaching and Learning in Higher Education to create a digital badge and develop and run an associated continuing development offering for staff across the Irish HE sector. In partnership with Royal College of Surgeons and University of Limerick.
- **Be A CyberPro:** An EU-funded (ERASMUS+ Strategic partnerships) project to increase awareness of and interest in cybersecurity careers among girls and young women in secondary schools through an online course and the development of an educational computer game. Our role is to design and develop the game which is now almost complete.
- **Digital Treasures:** An EU-funded (Creative Europe) project to increase knowledge and appreciation of European national archives. TEL’s role as creative digital media partner is to design, develop and validate a number of elearning, game-based learning and digital media solutions for the partnership.
- **Promoting Green Skills through Games:** An EU-funded (ERASMUS+ Strategic partnerships) project led by TEL to support the integration of sustainability education into schools using a game-based-learning approach. Recently selected by the EU Commission’s Directorate General for Education and Culture as a European 2020 “Success Story” (a project distinguished through their impact, contribution to policy-making and innovative approach).
- **Smart LMI:** An EU-funded (ERASMUS+ Strategic partnerships) project, designed to help enrich the work of both job seekers and careers practitioners by harnessing the potential of open data and new technology to add an innovative new solution to skills self-assessment. The Department of TEL’s role in this project is to develop a web application which serves to bring together a range of different data sources to support and scaffold the process of returning to work for low-skilled adults and marginalised young people through a user-driven approach
- **Level Up:** An EU-funded (ERASMUS+ Strategic partnerships) project aimed at introducing innovative practices within Vocational Education and Training (VET) and careers guidance through the use of state-of-the-art ICT practices and Game Based Learning (GBL) technology. The Department of TEL’s role in this project was to develop a digital game which could be integrated into the practice of Career Guidance Professionals with a view to engaging young people and promoting VET career paths.



In addition, as part of an Enterprise Ireland funded initiative (“REDF”), the Department of TEL assisted CIT’s Rubicon Centre and other project partners to move the summer-long ‘Student Inc’ programme entirely online providing support, training, instructional design expertise and an elearning infrastructure for this inter-institutional initiative. Feedback from trainers and students alike was highly positive and future iterations of the programme will seek to carry forward a number of the adopted technologies and approaches.

**Online Future of Education Event:** Staff in the TEL Department and the Institute of Technology Tralee ran a high-profile online event on April 14<sup>th</sup> focusing on the future of education in the context of COVID-19 called ‘GastaGoesGlobal’. A recording of the event (<https://youtu.be/vfrc4AEzYc8>) has since garnered almost 1,500 views. Speakers included a number of well-known international scholars and writers in the field. An article written about the event was referenced in the National Institute for Digital Learning’s annual international list of top ten journal articles in the ed-tech field.

The Technology Enhanced Learning Department was responsible for the instructional design and development of online continuing professional development (CPD) course in the area of online teaching. The course was developed in conjunction with collaborators from the Royal College of Surgeons and the University of Limerick and was a notable success in terms of its popularity, its positive reception and in terms of its mainstream impact with it now being offered as a mainstream CPD across a number of Irish HEIs. As a funded initiative of the National Forum for the Enhancement of Teaching and Learning, the course also allowed successful graduates to claim a specially designed digital badge to recognise their learning. A research article based on the course delivery – co-authored by the Head of the TEL Department, Dr Gearóid Ó Súilleabháin – appeared in the Australasian Journal of Educational Technology (h-index of 40).

As part of the University’s 2020 Innovation Week, the Department of Technology Enhanced Learning organised an Extended Reality (XR) event in February 2020 celebrated current best practice and technologies in the area, with a focus on the application of this emerging area to areas such as gaming, entertainment, meditation, learning, and the workplace.

The Department is active in the TEL research community within Ireland (e.g. staff of the Department delivered a total of ten presentations across a range of topics at the most recent national EdTech 2021 online conference) and internationally.

### Other Activities

In addition to the two main activity streams, the Department plays an important role in supporting, informing, and facilitating a range of activities including the development of various plans, policies and processes. In the past year the Department has had a leading role in the following activities/initiatives:

- The MTU Student Online Code of Conduct
- The Online Remote Proctoring processes
- The guidelines and recommendations on hyflex/mixed delivery for the coming academic year
- A “Digital by Default” position paper to identify the role of ed-tech and digital learning within the new university.
- An ongoing pilot of micro-credentials and digital badges

The Department also works closely with policy makers and expert groups nationally and internationally and in so doing, helps to inform thinking and shape policy within the Irish higher education sector. This includes ongoing work across a number of fronts with organisation such as the National Forum for Teaching and Learning in Higher Education, the National Institute for Digital Learning, the Irish Learning Technology Association and key research and higher education partners across Europe.





*Nimbus Research Centre*

# 5. Human Resources

Cork Institute of Technology

- 5.1 Human Resources Report
- 5.2 Staff Numbers
- 5.3 Staff Achievements

## 5.1 Human Resources Report

### Staff Numbers

For the academic year 2019/20, the Institute's headcount was 1,615 which equates to 1156.42 Whole-Time Equivalents (WTE). The largest category of staff was the Academic Staff which accounted for 60% of the headcount, 60% of WTE.

All figures shown in this section have been taken from the Public Sector Quarterly Returns as at 31 December 2019.

### Retirements

The following staff retired from service during the year:

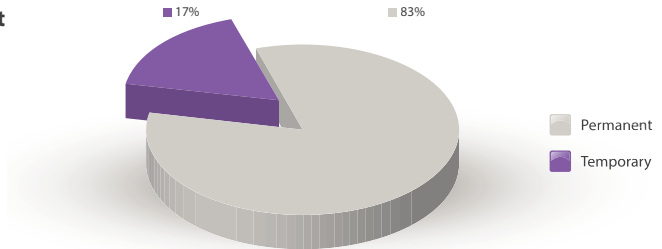
Bert Ahern, Lecturer, Department of Organisation & Professional Development  
 John Buckley, Lecturer, Department of Process, Energy and Transport Engineering  
 Susan Cap, Lecturer, CIT Cork School of Music  
 Una Coakley, Assistant Lecturer, Department of Applied Social Studies  
 Roisin Collins, Lecturer, CIT Cork College of Art & Design  
 Marian Crowley, Assistant Lecturer, CIT Cork School of Music  
 Mary Davey, Technical Officer, School of Science & Informatics  
 Noel Duffy, Senior Lecturer, Department of Process, Energy and Transport Engineering  
 Daithí Fallon, Head, Department of Mechanical, Biomedical & Manufacturing Engineering  
 Gerard Forde, Lecturer, Department of Accounting & Information Systems  
 Seamus Forde, Lecturer, Department of Tourism & Hospitality Studies  
 Pat Forde, Lecturer, Centre of Craft Studies  
 Kevin Gill, Lecturer, CIT Cork College of Art & Design  
 Mary Goggin, Technical Officer, School of Science & Informatics  
 Martin Hazell, Library Assistant, Library  
 Anna Kirby, Senior Staff Officer, Administration  
 Hannah Lordan, Lecturer, Department of Mathematics  
 Marjorie McCarthy, Technical Assistant, Department of Tourism & Hospitality Studies  
 Michael Murphy, Lecturer, CIT Cork College of Art & Design  
 Marian Murphy, Technical Officer, School of Science & Informatics  
 Mary Murphy, Assistant Staff Officer, CIT Cork School of Music  
 Barry O'Connor, President, President's Office  
 Gerard O'Dwyer, Technical Officer, School of Mechanical, Electrical and Process Engineering  
 Karen O'Halloran, Lecturer, CIT Cork School of Music  
 Dympna O'Mahony, Technical Officer, Department of Tourism & Hospitality Studies  
 Mary O'Shea, Assistant Staff Officer, Buildings & Estates Office  
 Pearce O'Shea, Senior Technical Officer, School of Mechanical, Electrical and Process Engineering  
 John J. O'Sullivan, Lecturer, Department of Electrical & Electronic Engineering  
 Mary O'Sullivan, Assistant Staff Officer, Library  
 Denis Polley, Lecturer, Department of Physical Sciences  
 Christine Pybus, Lecturer, CIT Cork College of Art & Design  
 Tadhg Ryan, Assistant Lecturer, Department of Applied Social Studies  
 Kathleen Sheehan, Assistant Staff Officer, Registrar's Office

## 5.2 Staff Numbers

### Total Staff Numbers

	WTE	Headcount
Permanent	962.62	1037.00
Temporary	193.80	578.00
<b>TOTAL</b>	<b>1,156.42</b>	<b>1,615.00</b>

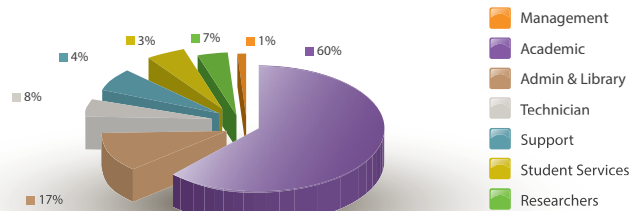
Total Staff Numbers (Whole-Time Equivalents)



### Staff by Category

	WTE	Headcount
Management	11.00	11
Academic	692.12	976
Administration	191.30	212
Technician	97.57	102
Support	41.66	53
Student Services	38.38	169
Researchers	84.39	92
<b>TOTAL</b>	<b>1156.42</b>	<b>1615</b>

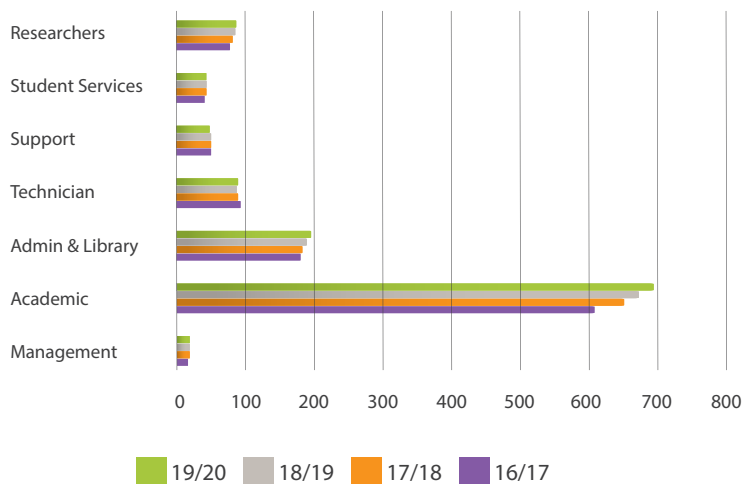
Staff by Category (Whole-Time Equivalents)



### Staff Trends – 4 Year History (Whole-Time Equivalents)

	16/17	17/18	18/19	19/20
Management	10.00	11.20	11.20	11.00
Academic	609.03	640.27	662.48	692.12
Administration & Library	165.47	168.43	182.54	191.3
Technician	86.87	90.97	92.97	97.57
Support	44.00	44.24	43.99	41.66
Student Services	35.18	38.39	38.51	38.38
Researchers	72.98	76.77	83.44	84.39
<b>TOTAL</b>	<b>1023.5</b>	<b>1070.3</b>	<b>1115.13</b>	<b>1156.42</b>

### Staff Trends - 4 Year History (Whole-Time Equivalents)





## 5.3 Staff Achievements

### Congratulations were extended to the following:

- Dr Janette Walton, Lecturer, Department of Biological Sciences and Principal Investigator with NutRI Research Group, presented new findings on what Irish children are eating and how it has changed over time, at the Launch of the Summary Findings of the National Children's Food Survey II on 11 September 2019.
- On 16 September 2019, CIT won the 2019 UNIATF Award in recognition for the provision of support for Project Spraoi. Project Spraoi was co-ordinated by the following researchers: Conor Hammersley, Mai O'Leary, Linda Bolger, Alison Merrotsy, Juliet Murphy, Lisa Bolger and Yvonne O'Byrne.
- Adrian McAuliffe, Centre of Craft Studies, received the Mercy Foundation 2019 Event Organiser award on 30 September 2019. Aidan raised €24,000 for cancer research in honour of his late sister by organising the Rose Memorial Concert, featuring De Dannan and Eleanor Shanley.
- On 3 October 2019, the Dept of Architecture Programme in Interior Architecture won the Excellence in Education & Training Award at the Building & Architect of the Year Awards 2019 Ceremony in the Mansion House, Dublin. Anne Rogers, Course Coordinator received the award on behalf of the Department. A special thank you was given to Dr Katherine Keane, Head of Dept of Architecture for her commitment and contribution to the programme over many years.
- Sarah Broderick of the Clean Technology Centre won the prestigious Early Career Researcher Award at the 2019 European Roundtable on Sustainable Consumption and Production (ERSCP) held in Barcelona on 18 October 2019.
- Prof Jim O'Mahony, Biological Sciences, wrote and performed a musical and audio-visual showcase of Frank Sinatra's artistic career. The show was held in the Rory Gallagher Theatre on 24 and 25 October 2019.
- The Project Spraoi Research Team was recognised at the 'United Nations Interagency Task Force on the Prevention and Control of Non-Communicable Diseases (UNIATF) Awards' in Geneva on 12 November 2019. It was awarded under the category, 'Outstanding Non-State Actors' (non-governmental organisation, academia or philanthropy).
- Norma Welch, Emily Twomey and Prof Ger Kelly for the organisation of the STEM South West Industry Showcase held in the Rochestown Park Hotel on 13 November 2019, which attracted approximately 1,500 visitors.
- Brian Cliffe of CAMMS (Centre for Advanced Manufacturing and Management Systems) was awarded 'Project Professional of the Year' at the 2019 National Project Awards, Dublin on 14 November 2019.
- Prof Seán O'Leary for the support of Shane Guerin who won the MEETA Asset Management and Maintenance Student Project National First Place Award 2019 on 14 November 2019. Shane's project was carried out under the supervision of Mr. Thomas Sheehan and Mr. David O'Donovan of GSK and Dr Lorraine Howard.
- Dr Farshad Toosi and Dr Donna O'Shea in the Department of Computer Science. The Department of Computer Science is now a partner in the LERO SFI Software Research Centre.
- On 16 November 2019, Skill Acquisition Specialist and Lecturer in Dept of Sports, Leisure and Childhood Studies (SLCS), Dr. Ed Coughlan, and S&C Specialist and Dept. Sports Technician, Alan Dunton, had great success on golf's Challenge Tour, where their colleague, Cormac Sharvin, earned his full playing rights for next season's European Tour. Ed acted as Sharvin's 'Performance Coach' and Alan acted as 'Physical Preparation Coach'.
- CIT won the Asia Matters Higher Education Partnership of the Year Award on 22 November 2019, for the partnership with the Danang University of Economics in Vietnam. This was a major team effort, with contributions from the Rubicon Centre, Student Inc, Hincks Centre for Entrepreneurship Excellence, International Office and Faculty of Business and Humanities. Geraldine Faherty, Nicola Griffin and some retired colleagues also supported the efforts in various ways.
- CIT CSM lecturers Sabine Ducrot and Michael Joyce accompanied Ériu Dance Company's performance of Breandán de Gallai's Irish dance version of The Rite of Spring at the Festival Diaghilev PS in St Petersburg, Russia on 22 November 2019.
- Sandra Conroy, a graduate and current staff member of the Department of Applied Social Studies was part of the Mounreabbey team that won the All Ireland Senior Club Gaelic Football title on 23 November 2019.
- On 25 November 2019, Dr. Wendy Oke, SLCS Dept. Lecturer and PhD Graduate in Early Childhood Education & Care, was included in the Irish Independent's list entitled '30 under 30: The Best and Brightest of Ireland's Rising Business Stars', for the creation and development of her online App, TeachKloud.
- AnSEO - the Student Engagement Office was awarded €350,000 by the HEA on 26 November 2019 to further develop student engagement work across the student lifecycle.
- On 3 December 2019, the 2019 Cork Convention Bureau Ambassador Awards were hosted in the Carrigaline Court Hotel. CIT received 4 awards:
  - Elizabeth Carroll Twomey and Clair McSweeney for bringing the European Planetary Science Congress (EPSC) 2021 and Communicating Astronomy with the Public (CAP) 2020 to Cork.
  - Marese Bermingham, Lisa Moran, William Carey and Linda O'Sullivan who brought the European First year Experience Conference 2019 (EFYE) to Cork.

- Dr Orla Flynn, Nicola Griffin, Frank Hanley, Geraldine O'Sullivan and Michael Linehan for hosting the Industrial Internet Consortium Forum.
- Hugh McCarthy for bringing the Irish Sound Science and Technology Association Conference to CIT CSM.
- Congratulations were also paid to Eleanor Attridge and the Cork County Beekeepers Association who brought the Biennial International Seminar to Cork.
- It was announced on 5 December 2019 that CIT Blackrock Castle Observatory received approximately €300,000 funding under the SFI Discover Call.
- On 6 December 2019, Dr Sharon Lawton and David Hodge were awarded €300,000 from SFI as part of a €667,000 National VEX Robotics programme.
- The NutRI Research Group in the Department of Biological Sciences was designated as an Institute Research and Innovation group on 6 December 2019.
- On 20 December 2019, Dr Haithem Afli, Dept of Computer Science, in collaboration with Eileen Crowley, Halpin Centre and 13 EU partners was awarded €500k for the H2020 ITFLOWS proposal.
- Staff member and Crosshaven Coast Guard volunteer Andy Brown who assisted in saving a man's life using CPR in B&Q Mahon Point on 27 December 2019.
- It was announced on 5 January 2020 that the Cyber Ireland Team were awarded approximately €400,000 funding from the Regional Tech Clustering Fund.
- On 31 January 2020, MESSO (the Mechanical and Energy Systems Simulation and Optimisation Group) were awarded €220k as part of SFI's Zero Emissions Challenge to 'Minimise the Environmental Impact of Additive Manufacturing'. The award is in collaboration with DePuy Synthes.
- On 12 February 2020, resident artists from Crawford Supported Studio, a partnership project between CIT CCAD and Crawford Art Gallery, exhibited 'Other Voices', a selection of new work at the SVA Flat Iron Gallery in New York City. Louise Foott, Head of Department of Arts in Health & Education and Rosaleen Moore, Artist and Ambassador for Crawford Supported Studio attended the exhibition.
- On 12 February 2020, an interview with Roisín Maher, lecturer in CIT CSM was featured in the Evening Echo, ahead of the 3rd Finding a Voice Festival which she set up in Clonmel to mark International Women's Day.
- On 20 February 2020, CIT staff from the Dept of Marketing and International Business, Dept of Process Energy and Transport Engineering, Library, AnSEO and Access Office were shortlisted in 7 Categories at the finals of the National Education Awards 2020. CIT were overall winners in 2 categories: Team AnSEO won the Student Engagement and Communications Award and the Dept of Marketing and International Business, School of Business won the Business Collaboration Award.
- At the annual Education Awards Gala Ceremony in Dublin on 20 February 2020, the Department of Marketing & International Business won a prestigious Education Award for their collaboration with a range of business using their live case assessment.
- Mr Michael Loftus, Head of Faculty of Engineering & Science at Cork Institute of Technology (CIT) since 2009, was appointed to the position of Vice President for External Affairs on 27 February 2020.
- A farewell presentation to Dr Orla Flynn, VP for External Affairs was held on 28 February 2020.
- On 28 February 2020, Dr Donna O'Shea, Head of Dept of Computer Science won the 2020 Connect Impact Award in recognition of her impact to Ireland's cybersecurity landscape and her leadership in increasing representation of women and members of the LGBTQ community in STEM.
- On 6 March 2020, three staff members were featured in the 2020 THEA International Women's Day "Celebrating Women in Research in the Institutes of Technology":
  - Dr Andrea Bickerdike, Dept. of Sport, Leisure & Childhood Studies
  - Dr Brigid Lucey, Dept. of Biological Sciences
  - Dr Fiona O'Halloran, NutRI Research Group in CIT.
- On 7 March 2020, CIT CSM Lecturer Roisín Maher ran the 3rd edition of the Finding a Voice Festival in Clonmel, Co. Tipperary. Performers included the CIT CSM Jazz Big Band conducted by Cormac McCarthy and Part-time Lecturer Áine Delaney whose compositions were performed.
- On 11 March 2020, as part of Seachtain na Gaeilge, a special lunchtime concert was held in the Rory Gallagher Theatre, to celebrate the contribution by our colleague Jim Walsh and retired colleagues Dr Matt Cranitch and Pat Ahern to CIT as an Arts Rich Institute.
- On 3 April 2020, CIT staff finished in 2nd place in the "Smarter Travel Workplaces Marchathon 2020".
- The Cork Prison Service and Dillon's Cross Project 'Lecture Series' began on 3 April 2019 with a lecture by Mr. Pdraig Trehy, CCAD Fine Art, entitled 'An Introduction to Film Language' at Cork Prison. Lectures were given throughout April and May 2019:
  - *'Empathy & Compassionate Action Through Art'* was delivered by Janet Reid, CCAD Arts in Health & Education, at Cork Prison on 5 April 2019.

- *'Apprenticeship/Trade as a career in a Recovering Economy'* was delivered by Mr. Michael Hourihan, Mechanical, Electrical & Process Engineering Dept, at Dillon's Cross on 10 April 2019.
- *'Promoting the Idea of Entrepreneurship'* was delivered by Dr. Helen McGuirk, Hincks Centre for Entrepreneurship Excellence, at Cork Prison on 12 April 2019.
- *'Starting your own Business'* was delivered by Mr. Gerard O' Donovan, Head of Faculty Business and Humanities, at Cork Prison on 1 May 2019.
- *'Science for Life'* was delivered by Dr. Sharon Lawton, Access Service, at Cork Prison on 3 May 2019.
- *'Apprenticeship/Trade as a career in a Recovering Economy'* was delivered by Mr. Michael Hourihan, Mechanical, Electrical & Process Engineering Dept, at Dillon's Cross on 17 May 2019.
- *'The Importance of Early Childhood Education'* was delivered by Ms. Marian Quinn, Dept of Sports, Leisure & Childhood, at Dillon's Cross on 24 May 2019.
- On 8 April 2020, Dr Brigid Lucey, Department of Biological Sciences was a member of the group of 11 Irish scientists who developed a new lysis buffer which is a key component in Covid-19 test kits. The Irish scientists developed the formula which can be mass produced, and was quality approved by medical scientists who are testing for Covid-19.
- On 22 April 2020, as part of Earth Day, Dr Niall Smith, Head of Research, gave a live talk on the issue of Elon Musk's Starlink, and what these satellites will mean for the future of astronomy.
- Dr Susan Rea, Nimbus Centre, was appointed as the Vice-Chair of the IEEE UK & Ireland Blockchain Group on 8 May 2020.
- On 14 May 2020, Prof Jim O'Mahony, Principal Investigator in BIO-EXPLORE and the Centre for Research in Advanced Therapeutic Engineering (CREATE) participated in a webinar on 'Covid-19: The race to a Vaccine' hosted by it@cork.
- On 15 May 2020, the team at CIT BCO collaborated with other Arts & Cultural organisations from around Cork to create a video entitled #CorkCultureFromTheCouch. The video was featured on the Irish Examiner website.
- On 15 May 2020, Dr Mubashir Rehmani, Department of Computer Science, had a book publication and column editor appointment to IEEE Communication Magazine (IF 10.256).
- On 22 May 2020, Dr Niall Smith, Head of Research, Prof Roy Sleator, Department of Biological Sciences and Centre for Research in Advanced Therapeutic Engineering (CREATE), Dr Steven Darby, Centre for Advanced Photonics & Process Analysis, and Alan Giltinan, CIT BCO contributed as experts in the development of the NSAI standard for Barrier Masks. The NSAI standard was published in May 2020, providing important and useful information for manufacturers and consumers
- On 10 June 2020, Mr Tim Horgan was appointed Head of Faculty of Engineering & Science.
- On 15 June 2020, Dr Brendan O'Connell was appointed Head of School of Science & Informatics (Acting).
- An EU e-learning project, titled "Promoting Green Skills through Games" was selected by the EU Commission's Directorate General for Education and Culture as a European 2020 "Success Story" on 16 June 2020. The project was led by the Department of Technology Enhanced Learning along with colleagues in the Clean Technology Centre and involved partners from Austria, Spain, Croatia and the UK.
- On 6 July 2020, Dr Donna O'Shea was appointed as Chair of Cybersecurity at CIT. This professorial level post is the first to be awarded nationally under the Senior Academic Leadership Initiative (SALI).
- In August 2020, Dr Mubashir Husain Rehmani was appointed as Editor in IEEE Transactions on Green Communications and Networking (TGCN) in the area of "Green Internet and Service Provisioning".
- On 25 August 2020, the Clean Technology Centre was involved in compiling the data and the formulation of a new EPA Report showing that Irish greenhouse gas emissions reduced by an estimated 2.5 per cent between March and May as a result of the impact of the lockdown from the Covid-19 pandemic.
- On 11 September 2020, a consortium led by the MeSSO Research Group in CIT, consisting of Teagasc, Met Éireann and the SEAI, launched the national Agricultural Energy Optimisation Platform (AEOP). This realised a decade's worth of high-quality R&D carried out by Dr Michael D. Murphy and Dr Philip Shine of MeSSO Research group.
- From 14 – 16 September 2020, as part of it@cork's first ever 5-day virtual TechFest, Brian Cahill and Nikos Chalikias, Nimbus Research Centre, gave a workshop on 'IOT as a Technology for your Business'. Dr Gearoid O'Suilleabháin contributed to the panel discussion on the Future of Education.
- On 2 October 2020, it was announced that Dr Susan Rea and Dr Alan McGibney, Nimbus Centre, would lead the DENiM project worth over €11 million from the European Commission under the Horizon 2020 Technologies for Factories of the Future programme.
- On 5 October 2020, RPL opportunities in Supply Chain Management, a programme run in NMCI and led by Dr Jane O'Keeffe, was featured in International Project in RPL Practice. This database is part of a Polish project entitled "Support to central government administration, awarding bodies and quality assurance institutions in implementing Stage I of the Integrated Qualifications System", which is funded by the European Social Fund.
- The SFI Research Image of the Year 2020 was won by a multidisciplinary team of researchers from the CAPPA and BioExplore research centres, MeSSO research group and Blackrock Castle Observatory on 5 November 2020. The image titled 'Talking Heads' reinforces the message that masks can be highly effective at suppressing transmission of Covid-19.

- On 6 November 2020, Dr Mubashir Rehmani, Dept of Computer Science, delivered an IEEE UK&I Blockchain Group webinar entitled Cognitive Radio Networks and Blockchain.
- Between 7 – 8 November 2020, CIT CSM lecturer Regina Crowley, one of the founding members of Gaitkrash who presented an online performance of EARTHANGEL written by Graham Allen.
- On 11 November 2020, Deirdre Goggin, Extended Campus, and Dr Pio Fenton, Department of Marketing & International Business, featured in the seventh volume of the VPL Biennale publication series "Making Policy Work", documenting relevant experiences and good practices and policies presented at the 3rd VPL Biennale in Berlin in May 2019.
- On 16 November 2020, Dr Mubashir Husain Rehmani, Dept of Computer Science, was selected for inclusion on the annual Highly Cited Researchers™ 2020 list from Clarivate. His latest book 'Blockchain-enabled Fog and Edge Computing: Concepts, Architectures and Applications' has just been released in hardback by Routledge.
- On 16 November 2020, CIT CCAD Graduate & Lecturer Eileen Healy was featured in an issue of the American Pastel Journal. The eight-page article includes a range of images of her figurative work "from life" and discussion of her influences and other inspirations.
- On 17 November 2020, an interview with Timmy Long, recent graduate of an Honours degree in Construction Management featured in the Irish Examiner. He was interviewed on RTE Radio One's Drivetime show on 18 November.
- On 19 November 2020, following on from the selection of the project Promoting Green Skills through Games as a European 2020 "Success Story", the project was featured as part of the Léargas Research Forum 2020 Conference, an event designed to celebrate the impact of European Programmes in Ireland. A related video produced by Léargas for the event and featuring Darragh Coakley, TEL, was created. The educational mobile game for schools the project team developed is also now available on the Apple app store and Google play store.

#### **Staff members who were conferred included**

Liz Barrett, Bachelor of Arts (Hons) in Human Resource Management  
 Keith Clancy, Master of Arts in Music  
 Dr Martin Connolly, Doctor of Philosophy  
 Dr Larkin Cunningham, Doctor of Philosophy  
 Dr Donagh Davern, Doctor of Philosophy  
 Dr Evelyn Egan, Doctor of Philosophy  
 Fiona Hickey, Master of Arts in Teaching and Learning in Higher Education  
 Sinead Huskisson, MA in Teaching and Learning in Higher Education  
 Dr Tadhg Leane, Doctor of Business Administration in Higher Education Management  
 Dr Jonathan McCarthy, Doctor of Philosophy  
 Sean McShera, Postgraduate Diploma in Arts in Teaching and Learning in Higher Education  
 Lisa O'Brien, Postgraduate Diploma in Arts in Teaching and Learning in Higher Education  
 Carmel O'Connor, MA in Teaching and Learning in Higher Education  
 Shanna O'Connell, Bachelor of Arts (Hons) in Human Resource Management  
 Dr Jason O'Shaughnessy, Doctor of Philosophy  
 Dr Cilian Ó Súilleabháin, Doctor of Philosophy  
 Dr Claire O'Sullivan Rochford, Doctor of Philosophy  
 Dr Emily Power, Doctor of Philosophy  
 Dr Ruth Vance Lee, Doctor of Philosophy  
 Brigid Walsh, Master of Business

#### **New Appointments:**

##### **The following staff were confirmed for appointment during the academic year 2019/2020:**

Janis Agurjanovs, Technician, I.T. Services  
 William Allen, Library Assistant, Library  
 Joseph Barry, Assistant Lecturer, Department of Construction  
 Christian Beder, Lecturer, Department of Computer Science  
 Francesca Bottacini, Assistant Lecturer, Department of Biological Sciences

Aoife Browne, Technical Assistant, Department of Architecture  
 Sean Carroll, Assistant Lecturer, Department of Civil, Structural & Environmental Engineering  
 Gillian Casey, Assistant Lecturer, Department of Biological Sciences  
 Lorraine Cashman Rahilly, Assistant Lecturer, Department of Accounting & Information Systems  
 Victor Cionca, Assistant Lecturer, Department of Computer Science  
 Shane Clancy, Technician, Department of Media Communications  
 Joanne Cole, Assistant Lecturer, Department of Accounting & Information Systems  
 Tim Collins, Technician, Crawford College Art & Design  
 Vincent Cregan, Assistant Lecturer, Department of Mathematics  
 Annie Cummins, Assistant Lecturer, Department of Sports, Leisure and Childhood Studies  
 Gemma Doolan, College Nurse, Department of Student Services  
 Lorraine Endersen, Assistant Lecturer, Department of Biological Sciences  
 Niall Fahy, Technical Officer, Department of Technology Enhanced Learning  
 Michael Fitzpatrick, Assistant Lecturer, Centre of Craft Studies  
 Cathriona Foley, Assistant Lecturer, Department of Biological Sciences  
 Fiona Fouhy, Assistant Lecturer, Department of Biological Sciences  
 Derek Geaney, Technical Assistant, Centre of Craft Studies  
 Farshad Ghassemi Toosi, Assistant Lecturer, Department of Computer Science  
 Kevin Gilligan, Architectural Technologist, Buildings & Estates Office  
 Siobhan Gough, Lecturer, Department of Tourism & Hospitality  
 Lillian Griffin, Administrative Officer, Department of Academic Administration and Student Affairs  
 David Hawe, Assistant Lecturer, Department of Mathematics  
 Aoife Hayes, Lecturer, Department of Biological Sciences  
 Pdraig Herbert, Assistant Lecturer, Department of Mechanical & Biomedical Manufacturing Engineering  
 Paul Hickey, Technician, Centre of Craft Studies  
 Anna Horan, Assistant Lecturer, Department of Marketing & International Business  
 Tim Horgan, Head Of Faculty of Engineering & Science  
 Martin Klepal, Lecturer, Department of Electrical & Electronic Engineering  
 Denis Lawton, Craftsman – Maintenance, Buildings & Estates Office  
 Michael Loftus, Vice President For External Affairs  
 Kirsty Madden, Technical Assistant, Department of Tourism & Hospitality  
 Lauren Maher, Technical Officer, Department of Technology Enhanced Learning  
 Amy McCann, Staff Officer, Department of Administration  
 Jennifer Morgan Spykerman, Library Assistant, Cork School of Music  
 Brian M Murphy, Assistant Lecturer, Department of Computer Science  
 Sean Murray, Assistant Lecturer, Department of Construction  
 Terry Naughton, Assistant Lecturer, Department of Applied Social Studies  
 Matthew O'Callaghan, Plumber, Buildings & Estates Office  
 Adrian O'Connell, Assistant Lecturer, Centre of Craft Studies  
 John O'Farrell, Technical Assistant, I.T. Services  
 Elizabeth O'Meara, Technical Officer, Department of Physical Sciences  
 Terry O'Rourke, Technical Officer, Buildings & Estates Office  
 Anthony O'Shea, Assistant Lecturer, Centre of Craft Studies  
 Máire O'Sullivan, Assistant Lecturer, Department of Marketing & International Business  
 Owen O'Brien, Assistant Lecturer, Centre of Craft Studies  
 Deirdre Purfield, Assistant Lecturer, Department of Biological Sciences  
 Michael Ring, Assistant Lecturer, Department of Process, Energy & Transport Engineering  
 Alan Sheehan, Assistant Lecturer, Centre of Craft Studies  
 Thomas Sheehy, Assistant Lecturer, Centre of Craft Studies  
 Dylan Smyth, Assistant Lecturer, Department of Computer Science  
 Adrian Vaughan, Library Assistant, Library  
 Derek Whelan, Assistant Lecturer, Department of Mechanical & Biomedical Manufacturing Engineering  
 Kritchai Withephanich, Assistant Lecturer, Department of Electrical & Electronic Engineering  
 Wei Xiong, Assistant Lecturer, Department of Management & Enterprise  
 Julie Anne Young, Staff Officer, International Office

# 6. Finance Report

Cork Institute of Technology

6.1 Audited Accounts 2019/20



## 6.1 Audited Accounts 2019/20

Corporate Governance Statement  
 Statement on System of Internal Controls  
 Report of the Comptroller and Auditor General  
 Consolidated Statement of Comprehensive Income  
 Consolidated Statement of Changes in Reserves and Capital Account  
 Institute Only Statement of Changes in Reserves and Capital Account  
 Consolidated and Institute Statement of Financial Position  
 Consolidated Statement of Cash Flows  
 Notes to the Financial Statements

### **CORK INSTITUTE OF TECHNOLOGY** **Corporate Governance Statement**

On 1 January 2021 Cork Institute of Technology (the Institute) was dissolved and the Munster Technological University (the University) was established under the terms of the Technological Universities Act 2018 and the Technological Universities Act 2018 (section 36) (appointed day) Order 2020 (S1 568 of 2020). The University is required under the Act to prepare the final accounts of the Institute. As the Governing body Chair and President of the University, we make the following statements based on the work of the Governing Body and Management of the Institute.

#### **Governing Body**

The Governing Body of the Institute operated in accordance with a Governance Framework which comprises The Institutes of Technology Acts 1992 to 2006, the THEA Code of Governance and other applicable legislation. The Governing Body fulfilled its key functions including approving and reviewing implementation of the Institute's strategic plan, risk management policy, annual operating programmes and budgets, annual financial statements, performance compact and oversees major capital expenditure and investment decisions. The Governing Body also had overall responsibility for the system of internal control in operation within the Institute. The Governing Body had a formal schedule of matters specifically reserved for its decision, comprising statutory functions and matters derived from the code of governance. The Governing Body had established an Audit and Risk Committee (ARC) as a sub-committee of Governing Body to support them in their responsibilities for issues of risk management, internal control and other governance matters.

#### **Strategic Plan, Annual Programmes and Budget**

The Governing Body formally undertook an evaluation of actual performance, by reference to the Institute's Strategic Plan and Operating Budget and has subsequently approved its Annual Programmes and Budgets for the Institute at its meeting on 27 March 2020.

#### **Compliance with Public Spending Code**

The Institute adhered to the relevant aspects of the Public Spending Code and that the Governing Body had ensured robust and effective systems and procedures were in place to ensure compliance with the relevant principles, requirements and guidelines of the Public Spending Code including guidelines for achieving value for money.

#### **Management of Capital Projects**

The Institute affirmed that its policies and procedures in the management of capital projects were compliant with the relevant principles, requirements and guidelines of the Public Spending Code and the Capital Works Management Framework.

# CORK INSTITUTE OF TECHNOLOGY

## Corporate Governance Statement

### Governing Body Meetings

During the period from 1st September 2019 to 31st December 2020 the Governing Body met on 14 separate occasions on the following dates:

**Figure 1.1**  
Schedule of Governing Body Meetings and Governing Body Member's Attendance

<b>GB Members</b>	<b>Number of Governing Body meetings attended</b>	<b>Number of Governing Body meetings during the period</b>
Mr Bob Savage	13	14
Dr Barry O'Connor	13	14
Mr Bernard Allen	13	14
Ms Mary Cooney	12	14
Mr Eoin Deane (to 31/03/2020)	5	6
Cllr Colette Finn (from 01/04/2020)	8	8
Ms Emelie Fitzgibbon (to 31/03/2020)	3	6
Ms Maura Fitzgibbon	11	14
Ms Mary Hegarty	13	14
Cllr Michael Hegarty (to 31/03/2020)	3	6
Mr John Higgins	14	14
Capt Dave Hopkins (to 31/03/2020)	5	6
Mr Pádraig Leahy (from 1/4/2020)	8	8
Mr Denis Leamy	12	14
Cllr Patrick Gerard Murphy	6	14
Mr Diarmuid O'Connor (from 1/04/2020)	8	8
Mr Ray O'Connor (from 1/04/2020)	7	8
Mr Declan O'Leary	11	14
Dr Cilian Ó Súilleabháin	13	14
Ms Ann Piggott	12	14
Ms Katherine Walshe (to 31/03/2020)	4	6
Ms Norma Welch (from 1/04/2020)	8	8
Mr Aaron Buckley, Student Nominee from 1/06/2019 to 31/05/2020	5	6
Ms Aisling O'Mahony, Student Nominee from 1/06/2019 to 31/05/2020	5	6
Ms Aisling O'Mahony, Student Nominee from 1/06/2020 to 31/05/2021	8	8
Mr Zack Nutchanat, Student Nominee from 1/06/2020 to 31/05/2021	6	8

The Governing Body waived the right to meet without executive members or management present during this period.

## CORK INSTITUTE OF TECHNOLOGY

### Corporate Governance Statement

The fees and expenses paid to members of the governing body were in accordance with guidelines from the Department of Public Expenditure and Reform and are presented in the Institute's Annual Report.

#### Schedule of fees

**Interview Expenses** €300 per day  
per Department of Public Expenditure and Reform

Figure 1.2. Governing Body Expenses Sept 2019 to Dec 2020

GB Members	Expenses	Fees (Interviews etc.)	Total Paid
BERNARD ALLEN	201	12,000	12,201
MARY HEGARTY	2,827	13,200	16,207
KATHERINE WALSH	335	-	335
MARY COONEY	87	-	87
EOIN DEANE	209	-	209

#### Risk Management

Governing Body approved the Institute's Risk Management Framework and monitors its effectiveness through its Audit & Risk Sub-Committee. The Institute Executive Board carried out an annual review and update of the Institute Risk Register. This review included an assessment of the description of principal risks, risk rating and associated mitigations for each of the risks set out in the Institute Risk Register.

# CORK INSTITUTE OF TECHNOLOGY

## Corporate Governance Statement

### Audit and Risk Committee

The Terms of Reference for the Audit and Risk Committee were set by the Governing Body of the Institute and include provision regarding:

- Membership
- Reporting Requirements
- Authority to investigate
- Meetings – timing, conduct and frequency
- Information requirements
- Value for money
- Governance and responsibilities regarding:
  - » Risk Management
  - » Internal Control
  - » Internal Audit
  - » External Audit
- Review of its own effectiveness

The Chairperson of Governing Body is satisfied that the Audit and Risk Committee has discharged its role effectively and efficiently and met the requirements with regard to the frequency of meetings in the period September 2019 to August 2020. See figure 1.3 below for details of meetings held during the period.

### Other Committee Meetings

Figure 1.3. All Governing Body Committee Meetings

Committee Members (to include External Members where appropriate)	Committee Name	Number of Committee meetings attended	Number of Committee meetings during the period
Mr. Bernard Allen	Audit & Risk	7	7
Ms. Maura Fitzgibbon (to March 2020)	Audit & Risk	3	7
Mr. Declan O’Leary	Audit & Risk	7	7
Dr. Cilian Ó Súilleabháin	Audit & Risk	7	7
Cllr. Colette Finn (from April 2020)	Audit & Risk	4	7
Mr. Pdraig Leahy (from April 2020)	Audit & Risk	4	7

Figure 1.3a. All Governing Body Committee Meetings

Committee Members (to include External Members where appropriate)	Committee Name	Number of Committee meetings attended	Number of Committee meetings during the period
Mr Aaron Buckley (to 31 May 2020)	Finance Sub-Committee	4	8
Ms Mary Cooney	Finance Sub-Committee	7	8
Mr John Higgins (from 1 April 2020)	Finance Sub-Committee	4	8
Capt. Dave Hopkins (to 31 March 2020)	Finance Sub-Committee	4	8
Dr Barry O’Connor	Finance Sub-Committee	8	8
Mr Diarmuid O’Connor (from 1 April 2020)	Finance Sub-Committee	4	8
Ms Aisling O’Mahony (from 1 June 2020)	Finance Sub-Committee	2	8
Ms Katherine Walsh (to 31 March 2020)	Finance Sub-Committee	3	8

Bob Savage was also a member but does not attend the meetings.

## CORK INSTITUTE OF TECHNOLOGY

### Corporate Governance Statement

#### Other Committee Meetings (Continued)

Figure 1.3b. All Governing Body Committee Meetings

<b>Committee Members (to include External Members where appropriate)</b>	<b>Committee Name</b>	<b>Number of Committee meetings attended</b>	<b>Number of Committee meetings during the period</b>
Ms Mary Cooney (to 31 March 2020)	Equality, Diversity & Inclusion Sub-Committee	1	5
Mr Eoin Deane (to 31 March 2020)	Equality, Diversity & Inclusion Sub-Committee	1	5
Mr Denis Leamy	Equality, Diversity & Inclusion Sub-Committee	4	5
Mr Zack Nutchanat (from 1 April 2020)	Equality, Diversity & Inclusion Sub-Committee	3	5
Dr Barry O'Connor	Equality, Diversity & Inclusion Sub-Committee	5	5
Ms Aisling O'Mahony (to 31 March 2020)	Equality, Diversity & Inclusion Sub-Committee	1	5
Ms Norma Welch (from 1 April 2020)	Equality, Diversity & Inclusion Sub-Committee	4	5

Figure 1.3c. All Governing Body Committee Meetings

<b>Committee Members (to include External Members where appropriate)</b>	<b>Committee Name</b>	<b>Number of Committee meetings attended</b>	<b>Number of Committee meetings during the period</b>
Ms Emelie Fitzgibbon (to 31 March 2020)	Arts Sub-Committee	4	8
ClIr Colette Finn (from 1 April 2020)	Arts Sub-Committee	4	8
Ms Mary Hegarty	Arts Sub-Committee	6	8
Dr Barry O'Connor	Arts Sub-Committee	6	8

## **CORK INSTITUTE OF TECHNOLOGY**

### **Corporate Governance Statement**

#### **Performance Evaluation of the Governing Body and its Committees**

The Institute confirms that the Governing Body reviewed its own performance and that it commissioned an external review at the middle and end of each term of the Governing Body. The Institute commissioned the IPA to assist the Governing Body in undertaking a self-evaluation review during the 2016-2017 year.

An internal self-evaluation was carried out during the 2018-2019 year.

#### **General Governance and Accountability Issues**

There were no governance and accountability issues to bring to the attention of the Minister for Further & Higher Education, Research, Innovation & Science and the Higher Education Authority.

#### **Asset Disposals**

There were no significant asset disposals or granting of access to assets by third parties during the period. The Institute complied with disposal procedures as outlined in Section 8.3 of the Code of Governance.

#### **Commercially Significant Developments affecting the Institute**

There were no significant commercially sensitive developments in the preceding 12 months and no likely developments for the rest of the year, including the establishment of subsidiaries, joint ventures and acquisitions.



## **CORK INSTITUTE OF TECHNOLOGY**

### **Corporate Governance Statement**

#### **Summary of all Off-Balance Sheet Transactions of the Institute**

There were no off-balance sheet transactions

#### **Code of Conduct for Members and Employees**

##### **Code of Conduct for Members**

A revised Code of Business Conduct for Governing Body Members, which incorporates additional requirements as set out in the Code of Governance for Institutes of Technology was adopted by Governing Body members at its meeting of 13 December 2018. CIT Codes of Conduct included sections on Ethics in Public Office Act 2005 compliance and conflicts of interest and procedures for reporting suspected breaches of applicable laws, regulations and/or the Code of Conduct.

##### **Code of Conduct for Employees**

###### **(Section 6.10 (vi))**

A Code of Conduct for Employees was approved by Governing Body on 4 December 2014. Codes of conduct were circulated annually to remind staff of their obligations. CIT Codes of Conduct included sections on Ethics in Public Office Act 2005 compliance and conflicts of interest and procedures for reporting suspected breaches of applicable laws, regulations and/or the Code of Conduct.

#### **Compliance with Government Policy on Pay of the President and Institute Employees**

The Government policy on pay in relation to the President and Institute employees was complied with by the Institute. There were 23 staff engaged in Research and Development during the period that are not currently aligned with nationally agreed scales, they are on lecturing scales which have been incorporated into research scales. They are compliant with government scales, just not specifically with research scales. However all appointments were approved by Governing Body and the Institute had a Remuneration and Entitlement Review Group in place. This has been reported to the HEA through the Annual Governance Statement.

Please also refer to financial statements disclosure note 9.

# CORK INSTITUTE OF TECHNOLOGY

## Corporate Governance Statement

### Statement of Compliance

Government Pay Guidelines were being complied with in respect of such appointees who serve on the Governing Body and any subsidiaries of the Institute.

### Confidential Disclosure Reporting - Protected Disclosures Act 2014

The Institute had a Disclosures Policy in place which is in line with the Protected Disclosures Act 2014 and outlined procedures where staff could raise concerns in confidence. This policy was approved by Governing Body on 26 March 2015. The Institute also had a Fraud Policy in place approved by Governing Body on 26 March 2015.

The annual report for 30 June 2020 required under section 22(1) of the Act has been published.

[https://www.cit.ie/freedomofinformation/model-publication-scheme/f\\_foi-disclosure-log-and-other-information-to-be-published-routinely](https://www.cit.ie/freedomofinformation/model-publication-scheme/f_foi-disclosure-log-and-other-information-to-be-published-routinely)

There were no protected disclosures received from employees of the Institute during the period.

### Tax Laws

The Institute has complied with its obligations under tax law.

Please also refer to financial statements disclosure note 11.

### Legal Disputes

There were no legal disputes to report.

## CORK INSTITUTE OF TECHNOLOGY

### Corporate Governance Statement

#### Institute Subsidiaries

Details of any shareholdings and interests held by the Institute in external companies:

Figure 1.5

Subsidiary name	Year of establishment	Purpose / function
Cosmos Education CLG	2008	Wholly owned subsidiary
CIT Consortium Projects DAC	2017	Wholly owned subsidiary
CIT Foundation CLG	2007	Wholly owned subsidiary
CIT Infinite DAC	2015	Wholly owned subsidiary- NOTE: This company was wound up during this period and no longer exists.
CIT Innovation Centre DAC	2004	Wholly owned subsidiary
CIT Student Services Company CLG	1994	Wholly owned subsidiary
GAC Training and Service Solutions Limited	2010	Joint Venture – CIT owns 50%
Seftec NMCI Offshore Training Limited	2010	Joint Venture – CIT owns 50%
Aventamed DAC	2013	Spinout – CIT owns 5.67%
ShowGuider DAC	2013	Spinout – CIT owns less than 10 %
nSilico Life Science Limited	2012	Spinout – CIT owns less than 10 %
Tip Tap Tap DAC	2015	Spinout – CIT owns less than 10 %
Predictive Control Systems DAC	2014	Spinout – CIT owns less than 10 %
Orthoxel DAC	2014	Spinout – CIT owns 3.73%
AudiosourceRE DAC	2018	Spinout- CIT owns 6.24%

Institute subsidiaries continue to operate solely for the purpose for which they were established and in full compliance with the terms and conditions of the consent under which they were established. (Section 6.10 (xviii))

The Code of Governance for Subsidiaries was developed at a sectoral level. The Governing Body approved the Institutes of Technology Subsidiary Governance Code at its meeting of 30 June 2016. The Chairperson of each subsidiary provided a statement of internal control and an annual governance statement for the year ended 31 August 2020. (Section 6.10 (xxvii))

Please refer to the financial statements disclosure note 14 for additional detail.

## CORK INSTITUTE OF TECHNOLOGY

### Corporate Governance Statement

#### Intellectual Property (IP) and Conflict of Interest

- i. The Institute had an IP Policy published on its website which:
  - reflected the requirements of the national IP Protocol
  - clearly sets out all IP processes and researcher obligations
  - included a clear description of IP commercialisation decision-making processes
  - does include a dispute resolution process.
  - described the revenue share mechanisms
  - described in detail the potential for conflicts of interest
- ii. An updated Policy on Conflicts and External Work was approved by Governing Body on 2 May 2019 and is published on the website.
- iii. The annual review of all IP Commercialisation was delegated by Governing Body to the Audit and Risk Committee of the Governing Body at the May 2019 Governing Body Meeting. The review of 2019 took place at the October 2020 meeting of the Audit and Risk Committee of Governing Body.

#### Gender balance, diversity and inclusion (DPER Code Annex, Circular 14/2020)

Cork Institute of Technology recognised the importance of diversity and inclusion for all staff and students of the Institute. CIT was committed to equality of opportunity for all its staff and students and promoted a culture of inclusivity. A culture of inclusivity and diversity is critical to maintaining excellence in all activities where all staff and students were enabled to achieve their full potential in an environment characterised by equality of respect and opportunity. To that regard the Institute had implemented a number of initiatives aimed at further promoting an inclusive environment, including:

- Athena Swan
- Active Consent Workshops
- Staff Training

With respect to the membership of the Governing Body, while the Institute can, and has, engaged in the appointments process, the appointment decisions are made by the Minister. As at 31 December 2020, the Governing Body had 7 (37%) female and 12 (63%) male members. The Governing Body therefore does not meet the Government target of a minimum of 40% representation of each gender in the membership of boards of state bodies.

Please refer to Figure 1.1 for the listing of Governing Body members and their roles.

## CORK INSTITUTE OF TECHNOLOGY

### Corporate Governance Statement

#### Travel and Subsistence

The Government Policy on Travel was being complied with by the Institute.

	16 months to 31 December 2020		2019
	16 months	12 months	
	€000's	€000's	€000's
Domestic Travel	1,076		1,389
International Travel	484		848
<b>Total</b>	<b>1,560</b>		<b>2,237</b>

#### Hospitality Expenditure

	16 months to 31 December 2020		2019
	16 months	12 months	
	€000's	€000's	€000's
Staff Events	8		7
Student Events (excluding costs associated with conferring)	43		73
Other External	33		154
<b>Total</b>	<b>84</b>		<b>234</b>

#### Legal Costs/Settlements

	16 months to 31 December 2020		2019
	16 months	12 months	
	€000's	€000's	€000's
Professional Fees			
Settlements	12		15
<b>Total</b>	<b>12</b>		<b>15</b>

**Consultancy Fees**

	<b>16 months to 31 December 2020</b>	<b>2019</b>
	<b>16 months</b>	<b>12 months</b>
	<b>€000's</b>	<b>€000's</b>
Professional Fees: Legal (legal fees across all areas to be included here e.g. for pension, HR, etc.)	149	(20)
Professional Fees: IT	223	287
Professional Fees: Tax and financial advisory (e.g. due diligence, accounting, corporate finance)	224	65
Professional Fees: Public relations/marketing	165	67
Professional Fees: Pensions and human resources	25	-
Professional Fees: Other	1,140	1,758
<b>Total</b>	<b>1,926</b>	<b>2,157</b>

**Annual Report and Financial Statements**

The Governing Body of the University has reviewed and approved the Annual Report and Financial Statement and considers the Financial Statement to be a true and fair view of the Institute's financial performance and its financial position at the end of the year.



## CORK INSTITUTE OF TECHNOLOGY

### Corporate Governance Statement

#### Responsibilities of the Institute and University

Munster Technological University is required under the Technological Universities Act 2018 to prepare final accounts which give a true and fair view of the state of affairs of the Institute at 31 December 2020 and of its income and expenditure for the period 1 September 2019 to 31 December 2020 and to submit them for audit to the Comptroller and Auditor General. In preparing these Financial Statements, the Governing Body is required to:

- Select suitable accounting policies and apply them consistently.
- Make judgements and estimates that are reasonable and prudent.
- Prepare Financial Statements on the going concern basis, unless it is inappropriate to do so.
- Disclose and explain any material departures from applicable accounting standards.

The Governing Body of the Institute was responsible for keeping adequate accounting records which disclose with reasonable accuracy at any time the financial position of the Institute and which enables it to ensure that the Consolidated Financial Statements comply with the Institutes of Technology Acts 1992 to 2006.

The Institute was also responsible for safeguarding its assets and for taking reasonable steps for the prevention and detection of fraud and other irregularities.




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**Chairman:** Mr Jimmy Deenihan

**Date:** 3/2/2022

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**President:** Prof. Maggie Cusack

**Date:** 3/2/2022

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## **CORK INSTITUTE OF TECHNOLOGY**

### **Statement on System of Internal Controls**

#### **Scope of Responsibility**

The Institute was dissolved on 1 January 2021 and all assets, rights, obligations, and staff were transferred to Munster Technological University. Up to the date of dissolution, the Governing Body of the Institute was responsible for ensuring that an effective system of internal control is maintained and operated in the Institute and for putting in place processes and procedures for the purpose of ensuring that the system is effective. This responsibility reflected the requirements of the Code of Practice for the Governance of State Bodies (2016) as encapsulated by the THEA Code of Governance for Institutes of Technology.

As the Governing Body Chair and President of Munster Technological University, we make the following statements based on the work of the Governing Body and Management of the Institute.

#### **Purpose of the System of Internal Controls**

The system of internal controls was designed to manage risk to an acceptable level rather than to eliminate it. The system could therefore only provide reasonable and not absolute assurance that assets were safeguarded, transactions were authorised and properly recorded, and that material errors or irregularities were either prevented or detected in a timely way.

The system of internal controls, which accords with guidance issued by the Department of Public Expenditure and Reform, was in place in Cork Institute of Technology for the period September 2019 to December 2020.

#### **Annual Review of the Effectiveness of Internal Control**

An Internal Audit Plan was approved by the Audit and Risk Committee annually. The plan took account of areas of potential risk identified in a risk assessment exercise carried out with management at the start of the planning cycle. Reports were provided to the Audit and Risk Committee on assignments carried out. These reports highlighted deficiencies or weaknesses, if any, in the system of internal control and the recommended corrective measures to be taken where necessary. The Audit and Risk Committee received regular reports on the status of issues raised.

The Audit and Risk Committee reviewed the Deloitte reports on Internal Controls and Internal Financial Controls for the year ended 31 August 2020 at their meeting on 8 October 2020 and reported to Governing Body on 5 November 2020. The Audit and Risk Committee continued to monitor and report to Governing Body on matters relating to internal audit and internal control during the period September to December 2020.

#### **Disclosure of Breaches in Internal Control, Weakness in Internal Control and Material Losses or Frauds**

No breaches or weaknesses in internal control were identified which required disclosure in the Institute's Statement of System of Internal Controls.

#### **Review of Statement of Internal Control**

We confirm that the Statement on Internal Control is reviewed by the Audit and Risk Committee and the Governing Body to ensure it accurately reflects the control system in operation during the period.

## CORK INSTITUTE OF TECHNOLOGY

### Statement on System of Internal Controls

#### Appropriate Control Environment

The Governing Body took steps to ensure an appropriate control environment was in place by:

- Clearly defining management responsibilities
- Developing procedures and regulations which were reviewed regularly and were documented, implemented and up to date.
- Establishing formal procedures through various committee functions to monitor the activities and safeguard the assets of the organisation.
- Developing a strong culture of accountability across all levels of the organisation.
- Establishing procedures for reporting significant control failures and ensuring corrective action was taken
- Adopting and adhering to the Code of Practice for the Governance of State Bodies as encapsulated by the THEA Code of Governance for Institutes of Technology
- Ensuring the control environment included an active Audit and Risk Committee, internal audit function and regular reporting to the Governing Body on financial results.

#### Business Risks

Cork Institute of Technology developed processes to identify and evaluate business risks. This was achieved in a number of ways including:

- Developing an Essential Activities & Process Model to facilitate management and the Governing Body in identifying the key activities and the processes in place to manage its operations effectively.
- Adoption of a Risk Management Policy.
- Identifying key risks, risk owners and the controls to mitigate these risks.
- Developing annual and longer term targets and reporting on results achieved.
- Implementation of an Internal Control Framework.
- A comprehensive budgeting system with an annual budget which was reviewed and agreed by the Governing Body.
- Regular reviews by the Governing Body and its committees of periodic and annual financial reports which indicate financial performance against forecasts.
- Setting targets to measure financial and other performances.
- Clearly defined capital investment control guidelines.

# CORK INSTITUTE OF TECHNOLOGY

## Statement on System of Internal Controls

### Information Systems

Cork Institute of Technology implemented a number of Management Information Systems to provide a means of comparing actual results to targets and forecasts. These systems include:

- Financial Management – Agresso
- Human Resources and Payroll Management – CoreHR
- Travel and Expenses – CoreHR
- Student Administration – Banner
- Resource Allocation – Akari
- Timetabling – Syllabus
- Students Assistance – Mega Pay

### Financial Implications of Major Business Risks

Cork Institute of Technology employed a range of actions to reduce the potential for fraudulent activity. CIT's internal control policy framework included written policies and procedures requiring transactions to be properly authorised and providing for sufficient segregations of duties.

### Compliance with Procurement Rules and Guidelines

The Institute's procurement procedures were in line with the national guidelines for public procurement and the requirements of the Office of Government Procurement (OGP), Education Procurement Service ("EPS") and Guidelines on Achieving Value for Money in Public Expenditure, as set out in the Public Spending Code. The Procedures were published on the finance website.

The Institute had a Corporate Procurement Plan for 2019/20 which was approved by Governing Body. All purchasing staff within the Institute were fully conversant with the public procurement guidelines. The Governing Body is satisfied that the Institute was compliant with all relevant guidelines regarding procurement. (Section 8.17)

## CORK INSTITUTE OF TECHNOLOGY

### Statement on System of Internal Controls

Weaknesses in relation to compliance with procurement rules and guidelines were identified and €2.606m expenditure was incurred where the procedures employed did not comply with the guidelines. The following are the actions and timelines taken in order to address the non-compliance with procurement rules and guidelines:

**Action:** Employing a Tendering Officer for MTU who will be totally dedicated to tendering and compliance.  
**Timeline:** May 2021

### Review of the Effectiveness of the Internal Control System

We confirm that Cork Institute of Technology had procedures to monitor the effectiveness of its risk management and control procedures. The Governing Body's monitoring and review of the effectiveness of the system of internal control was informed by the work of the Institute Executive and Management who had responsibility for the development and maintenance of the internal control framework, the Audit and Risk Committee, the Internal Auditors and comments made by the Comptroller and Auditor General in his management letter.

The Institute had an outsourced internal audit function, which was in accordance with the Internal Audit Terms of Reference approved by the Governing Body and the THEA Code of Governance for Institutes of Technology.

### Signed on behalf of the Governing Body of Cork Institute of Technology



**Chairman:** Mr Jimmy Deenihan

**Date:** 3/2/2022



**President:** Prof. Maggie Cusack

**Date:** 3/2/2022

# CORK INSTITUTE OF TECHNOLOGY

## Report of the Comptroller and Auditor General



### Ard Reachtairé Cuntas agus Ciste

### Comptroller and Auditor General

### Report for presentation to the Houses of the Oireachtas

### Cork Institute of Technology

#### Opinion on the financial statements

I have audited the financial statements of Cork Institute of Technology (now dissolved) for the period from 1 September 2019 to 31 December 2020 as required under the provisions of the Technological Universities Act 2018. The financial statements were prepared by Munster Technological University as required by the Act. The financial statements comprise

- the consolidated and Institute statement of comprehensive income
- the consolidated and Institute statement of changes in reserves and capital account
- the consolidated and Institute statement of financial position
- the consolidated statement of cash flows, and
- the related notes, including a summary of significant accounting policies.

In my opinion, the financial statements give a true and fair view of the assets, liabilities and financial position of the Group and the Institute at 31 December 2020 and of the income and expenditure of the Group and the Institute for the period 1 September 2019 to 31 December 2020 in accordance with Financial Reporting Standard (FRS) 102 — *The Financial Reporting Standard applicable in the UK and the Republic of Ireland*.

#### Basis of opinion

I conducted my audit of the financial statements in accordance with the International Standards on Auditing (ISAs) as promulgated by the International Organisation of Supreme Audit Institutions. My responsibilities under those standards are described in the appendix to this report. I am independent of the Institute and Munster Technological University, and I have fulfilled my other ethical responsibilities in accordance with the standards.

I believe that the audit evidence I have obtained is sufficient and appropriate to provide a basis for my opinion.

#### Report on information other than the financial statements, and on other matters

Munster Technological University has presented certain other information together with the financial statements. This comprises the corporate governance statement and the statement on the system of internal control. My responsibilities to report in relation to such information, and on certain other matters upon which I report by exception, are described in the appendix to this report.

#### Non-compliance with procurement rules

The statement on the system of internal control discloses that, during the period of account, the Institute incurred significant expenditure on goods and services the procurement for which did not comply with procurement guidelines. The statement also sets out the steps taken to address the non-compliance.

**Seamus McCarthy**

**Comptroller and Auditor General**

**22 March 2022**



## Appendix to the report

### Responsibilities of the Institute and Munster Technological University

Cork Institute of Technology was dissolved on 31 December 2020 and its assets, liabilities and staff transferred to the Munster Technological University.

The corporate governance statement sets out the respective responsibilities of the Institute and Munster Technological University in relation to

- the preparation of financial statements in the form prescribed under the Institutes of Technology Acts 1992 to 2006
- ensuring that the financial statements give a true and fair view in accordance with FRS102
- ensuring the regularity of transactions
- assessing whether the use of the going concern basis of accounting is appropriate, and
- such internal control as they determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

### Responsibilities of the Comptroller and Auditor General

I am required under the Technological Universities Act 2018 to audit the financial statements of the Institute and to report thereon to the Houses of the Oireachtas.

My objective in carrying out the audit is to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement due to fraud or error. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with the ISAs will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

As part of an audit in accordance with the ISAs, I exercise professional judgment and maintain professional scepticism throughout the audit. In doing so,

- I identify and assess the risks of material misstatement of the financial statements whether due to fraud or error; design and perform audit procedures responsive to those risks; and obtain audit evidence that is sufficient and appropriate to provide a basis for my opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- I obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the internal controls.
- I evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures.
- I conclude on the appropriateness of the use of the going concern basis of accounting.
- I evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

I communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that I identify during my audit.

### Information other than the financial statements

My opinion on the financial statements does not cover the other information presented with those statements, and I do not express any form of assurance conclusion thereon.

In connection with my audit of the financial statements, I am required under the ISAs to read the other information presented and, in doing so, consider whether the other information is materially inconsistent with the financial statements or with knowledge obtained during the audit, or if it otherwise appears to be materially misstated. If, based on the work I have performed, I conclude that there is a material misstatement of this other information, I am required to report that fact.

### Reporting on other matters

My audit is conducted by reference to the special considerations which attach to bodies in receipt of substantial funding from the State in relation to their management and operation. I report if I identify material matters relating to the manner in which public business has been conducted.

I seek to obtain evidence about the regularity of financial transactions in the course of audit. I report if I identify any material instance where public money has not been applied for the purposes intended or where transactions did not conform to the authorities governing them. I also report by exception if, in my opinion,

- I have not received all the information and explanations I required for my audit, or
- the accounting records were not sufficient to permit the financial statements to be readily and properly audited, or
- the financial statements are not in agreement with the accounting records.

## CORK INSTITUTE OF TECHNOLOGY

### Consolidated and Institute Statement of Comprehensive Income

Period Ended 31 December 2020

		Consolidated 31/12/20 16 months	Institute 31/12/20 16 months	Consolidated 31/08/19 12 months	Institute 31/08/19 12 months
	Note	€000's	€000's	€000's	€000's
<b>Income</b>					
State Grants	3	79,750	79,750	49,139	49,139
Tuition Fees & Student Contribution	4	53,325	53,325	37,457	37,457
Research Grants & Contracts	5	20,689	19,507	16,091	15,133
Student Support Funding	7	1,239	1,239	652	652
Other Income	8	7,381	5,338	6,770	4,096
Amortisation of Deferred Capital Grants	19	8,816	8,796	5,870	5,844
Interest Income		3	3	21	15
Deferred Pension Costs	24	33,037	33,037	23,228	23,228
<b>Total Income</b>		<b>204,240</b>	<b>200,995</b>	<b>139,228</b>	<b>135,564</b>
<b>Expenditure</b>					
Staff costs	9	111,206	109,160	77,711	75,712
Retirement Benefit Costs	24	33,037	33,037	23,228	23,228
Other Operating Expenses	10	35,752	34,749	27,503	26,099
Depreciation	13	9,247	9,013	6,092	5,940
<b>Total Expenditure</b>		<b>189,242</b>	<b>185,959</b>	<b>134,534</b>	<b>130,979</b>
<b>Surplus before other gains / (losses) and share of surplus / (deficit) in joint ventures &amp; associates</b>		<b>14,998</b>	<b>15,036</b>	<b>4,694</b>	<b>4,585</b>
Share of Operating Surplus in Joint Venture	5	25	25	60	60
<b>Surplus before Tax</b>		<b>15,023</b>	<b>15,061</b>	<b>4,754</b>	<b>4,645</b>
Taxation		(3)	-	(8)	-
Surplus before other gains and losses		15,020	15,061	4,746	4,645
Experience (losses) / gains on retirement benefit Obligations		(14,703)	(14,703)	4,211	4,211
Reduction in pension liabilities arising from retirements in the period		30,862	30,862	14,557	14,557
Changes in assumptions underlying the present value of retirement benefit obligations		(4,991)	(4,991)	(54,775)	(54,775)
<b>Total actuarial gains / (losses) in the period</b>		<b>11,168</b>	<b>11,168</b>	<b>(36,007)</b>	<b>(36,007)</b>
Adjustment to deferred retirement benefits funding		(11,168)	(11,168)	36,007	36,007
<b>Total comprehensive income for the period</b>	<b>12</b>	<b>15,020</b>	<b>15,061</b>	<b>4,746</b>	<b>4,645</b>

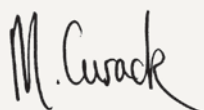
All items of income and expenditure relate to continuing activities. Notes 1 – 27 form part of these financial statements.

Signed on behalf of the Governing Body



**Chairman:** Mr Jimmy Deenihan

**Date:** 3/2/2022



**President:** Prof. Maggie Cusack

**Date:** 3/2/2022

# CORK INSTITUTE OF TECHNOLOGY

## Consolidated Statement of Changes in Reserves and Capital Account

Period Ended 31 December 2020

Consolidated	Note 19	Note 21	Restricted Reserve	Capital Reserve Student Services Co Ltd	Revenue Reserves	Total
	Deferred Capital Grants	Capital Development Reserve				
	€000's	€000's				
<b>Opening Balance at 1 September 2018</b>	<b>95,831</b>	<b>12,308</b>	<b>7</b>	<b>321</b>	<b>4,965</b>	<b>113,432</b>
Surplus for the period before appropriations			-	-	4,746	<b>4,746</b>
Amortisation of Deferred Capital Grants	(5,855)	-	-	-	-	<b>(5,855)</b>
Amt released on Disposal of Fixed Assets	(15)	-	-	-	-	<b>(15)</b>
Research Grants & Contract allocated to Capital	355	-	-	-	-	<b>355</b>
State Grant allocated to Capital	4,012	-	-	-	-	<b>4,012</b>
Student Support allocated to Capital	30	-	-	-	-	<b>30</b>
State Grant allocated to Capital		3	3	21	15	
Tuition Fees and Student Contribution allocated to Capital	5	-	-	-	-	<b>5</b>
Transfer to CDR	-	1,215	-	-	(1,215)	-
Transfer from CDR to Expenditure	-	(344)	-	-	344	-
Transfer from CDR to DCG	-	-	-	-	-	-
Transfer to CDR to Revenue Reserves	-	-	-	-	-	-
Transfer to Restricted Reserve	-	-	10	-	(10)	-
<b>Movement for the period (12 months)</b>	<b>(1,468)</b>	<b>871</b>	<b>10</b>	<b>-</b>	<b>3,865</b>	<b>3,278</b>
<b>Balance at 31 August 2019</b>	<b>94,363</b>	<b>13,179</b>	<b>17</b>	<b>321</b>	<b>8,830</b>	<b>116,710</b>
Surplus for the period before appropriations	-	-	-	-	15,020	<b>15,020</b>
Amortisation of Deferred Capital Grants	(8,876)	-	-	-	-	<b>(8,876)</b>
Amt released on Disposal of Fixed Assets	60	-	-	-	-	<b>60</b>
Research Grants & Contract allocated to Capital	1,196	-	-	-	-	<b>1,196</b>
State Grant allocated to Capital	7,248	-	-	-	-	<b>7,248</b>
Student Support allocated to Capital	8	-	-	-	-	<b>8</b>
Tuition Fees & Student Contribution Allocated to Capital	32	-	-	-	-	<b>32</b>
Transfer to CDR	-	9,051	10	-	(9,061)	-
Transfer from CDR to Expenditure	-	(75)	(4)	-	(79)	-
Transfer from CDR to DCG	2,130	(2,130)	-	-	-	-
Reclassification of assets	740	-	-	-	-	<b>740</b>
Transfer from CDR to Rev. Reserves	-	-	-	-	-	-
<b>Movement for the period (16 months)</b>	<b>2,538</b>	<b>6,846</b>	<b>6</b>	<b>-</b>	<b>6,038</b>	<b>15,428</b>
<b>Balance at 31 December 2020</b>	<b>96,901</b>	<b>20,025</b>	<b>23</b>	<b>321</b>	<b>14,868</b>	<b>132,138</b>

Notes 1 – 27 form part of these financial statements.

Signed on behalf of the Governing Body



**Chairman:** Mr Jimmy Deenihan

**Date:** 3/2/2022



**President:** Prof. Maggie Cusack

**Date:** 3/2/2022

# CORK INSTITUTE OF TECHNOLOGY

## Institute Only Statement of Changes in Reserves and Capital Account

Period Ended 31 December 2020

Institute Only	Note 19	Note 20	Restricted Reserve	Revenue Reserves	Total
	Deferred Capital Grants	Capital Development Reserve			
	€000's	€000's			
<b>Opening Balance at 1 September 2018</b>	<b>95,773</b>	<b>12,308</b>	<b>7</b>	<b>3,535</b>	<b>111,623</b>
Surplus for the period before appropriations	-	-	-	4,645	<b>4,645</b>
Amortisation of Deferred Capital Grants	(5,829)	-	-	-	<b>(5,829)</b>
Amt released on Disposal of Fixed Assets	(15)	-	-	-	<b>(15)</b>
Research Grants & Contract allocated to Capital	355	-	-	-	<b>355</b>
State Grant allocated to Capital	4,012	-	-	-	<b>4,012</b>
Student Support allocated to Capital	30	-	-	-	<b>30</b>
Tuition Fees and Student Contribution allocated to Capital	5	-	-	-	<b>5</b>
Transfer to CDR	-	1,215	-	(1,215)	-
Transfer from CDR to Expenditure	-	(344)	-	344	-
Transfer from CDR to DCG	-	-	-	-	-
Transfer to CDR to Revenue Reserves	-	-	-	-	-
<b>Movement for the period (12 months)</b>	<b>(1,442)</b>	<b>871</b>	<b>-</b>	<b>3,774</b>	<b>3,203</b>
<b>Balance at 31 August 2019</b>	<b>94,331</b>	<b>13,179</b>	<b>7</b>	<b>7,309</b>	<b>114,826</b>
Surplus for the period before appropriations	-	-	-	15,061	<b>15,061</b>
Amortisation of Deferred Capital Grants	(8,856)	-	-	-	<b>(8,856)</b>
Amt released on Disposal of Fixed Assets	60	-	-	-	<b>60</b>
Research Grants & Contract allocated to Capital	1,189	-	-	-	<b>1,189</b>
State Grant allocated to Capital	7,248	-	-	-	<b>7,248</b>
Student Support allocated to Capital	8	-	-	-	<b>8</b>
Tuition Fees & Student Contribution Allocated to Capital	32	-	-	-	<b>32</b>
Transfer to CDR	-	9,051	-	(9,051)	-
Transfer from CDR to Expenditure	-	(75)	(4)	(79)	-
Transfer from CDR to DCG	2,130	(2,130)	-	-	-
Reclassification of assets	740	-	-	-	<b>740</b>
<b>Movement for the period (16 months)</b>	<b>2,551</b>	<b>6,846</b>	<b>(4)</b>	<b>6,089</b>	<b>15,482</b>
<b>Balance at 31 December 2020</b>	<b>96,882</b>	<b>20,025</b>	<b>3</b>	<b>13,398</b>	<b>130,308</b>

Notes 1 – 27 form part of these financial statements.

Signed on behalf of the Governing Body



**Chairman:** Mr Jimmy Deenihan

**Date:** 3/2/2022



**President:** Prof. Maggie Cusack

**Date:** 3/2/2022

# CORK INSTITUTE OF TECHNOLOGY

## Consolidated and Institute Statement of Financial Position

Period Ended 31 December 2020

		Consolidated 31/12/20 16 months	Institute 31/12/20 16 months	Consolidated 31/08/19 12 months	Institute 31/08/19 12 months
	Note	€000's	€000's	€000's	€000's
<b>Fixed Assets</b>					
Property, plant & equipment	13	97,815	97,463	95,514	95,004
Investments	14	542	52	542	52
		<b>98,357</b>	<b>97,515</b>	<b>96,056</b>	<b>95,056</b>
<b>Current Assets</b>					
Inventory		47	-	98	-
Receivables	15	11,612	11,580	9,615	9,532
Cash and Cash Equivalents	16	73,025	71,874	33,296	32,007
		<b>84,684</b>	<b>83,454</b>	<b>43,009</b>	<b>41,539</b>
<b>Less Payables; Amounts due within 1 year</b>	17	<b>(50,903)</b>	<b>(50,661)</b>	<b>(22,355)</b>	<b>(21,769)</b>
<b>Net Current Liabilities</b>		<b>33,781</b>	<b>32,793</b>	<b>20,654</b>	<b>19,770</b>
<b>Total Assets less Current Liabilities</b>		<b>132,138</b>	<b>130,308</b>	<b>116,710</b>	<b>114,826</b>
<b>Retirement Benefits</b>					
Retirement benefits obligations	24	457,789	457,789	430,257	430,257
Deferred retirement benefit funding asset	24	(457,789)	(457,789)	(430,257)	(430,257)
<b>Total Net Assets</b>		<b>132,138</b>	<b>130,308</b>	<b>116,710</b>	<b>114,826</b>
Deferred State Capital Grants	19	96,901	96,882	94,363	94,331
Capital Development Reserve	20	20,025	20,025	13,179	13,179
Capital Reserve - Student Services Co Ltd		321	-	321	-
Restricted Reserve		23	3	17	7
		<b>20,369</b>	<b>20,028</b>	<b>13,517</b>	<b>13,186</b>
<b>Unrestricted Reserves</b>					
Income & Expenditure Reserve		14,868	13,398	8,830	7,309
		<b>14,868</b>	<b>13,398</b>	<b>8,830</b>	<b>7,309</b>
<b>Total</b>		<b>132,138</b>	<b>130,038</b>	<b>116,710</b>	<b>114,826</b>

Notes 1 – 27 form part of these financial statements.

Signed on behalf of the Governing Body



**Chairman:** Mr Jimmy Deenihan

**Date:** 3/2/2022



**President:** Prof. Maggie Cusack

**Date:** 3/2/2022



# CORK INSTITUTE OF TECHNOLOGY

## Consolidated Statement of Cash Flows

Period Ended 31 December 2020

	Period Ended 31/12/20 16 months	Year Ended 31/08/19 12 months
	€000's	€000's
<b>Net Cash flow from operating Activities</b>		
Surplus for period	15,020	4,746
Depreciation of fixed assets	9,247	6,092
Amortisation of deferred capital grants	(8,876)	(5,856)
Decrease / (Increase) in Stock	51	(9)
(Increase) in Receivables	(1,997)	(1,614)
Increase in Payables	28,548	2,622
(Increase) in Investments	-	(330)
Investment Income	(25)	(60)
Interest Income	(3)	(21)
State funds allocated to capital	8,484	4,402
<b>Net Cash Inflow from Operating Activities</b>	<b>50,449</b>	<b>9,972</b>
<b>Cash Flows from Investing Activities</b>		
Payments to acquire property, plant & equipment	(10,748)	(4,670)
<b>Net Cash Flows from Investing Activities</b>	<b>(10,748)</b>	<b>(4,670)</b>
<b>Cash Flows from Financing activities</b>		
Investment Income	25	60
Interest Received	3	21
<b>Net Cash Flows from Financing activities</b>	<b>28</b>	<b>81</b>
<b>Net increase in cash equivalents in the period</b>	<b>39,729</b>	<b>5,383</b>
Cash & Cash Equivalents at 1 September	33,296	27,913
<b>Cash &amp; Cash Equivalents at 31 December</b>	<b>73,025</b>	<b>33,296</b>

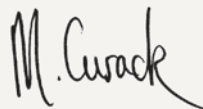
Notes 1 – 27 form part of these financial statements.

Signed on behalf of the Governing Body



**Chairman:** Mr Jimmy Deenihan

**Date:** 3/2/2022



**President:** Prof. Maggie Cusack

**Date:** 3/2/2022

# CORK INSTITUTE OF TECHNOLOGY

## Notes to the Financial Statements

Period Ended 31 December 2020

### 1. Significant Accounting Policies

The accounting policies which are considered material in relation to the financial statements are summarised below. They have all been applied consistently throughout the period and to the preceding year.

#### a) General Information

The primary objectives of the Institute are to provide third level education and other associated activities.

The financial statements have been prepared under the historical cost convention, and in accordance with Financial Reporting Standard 102 (FRS 102) issued by the Financial Reporting Council and promulgated for use in Ireland by Chartered Accountants Ireland and with the requirements of the Higher Education Authority.

The functional currency of FRS 102 Cork Institute of Technology is considered to be Euro because that is the currency of the primary economic environment in which the Institute operates. The consolidated financial statements are also presented in Euro. Foreign operations are included in accordance with the policies set out below.

#### b) Basis of Consolidation

The Group financial statements consolidate the financial statements of the Institute and its subsidiary undertakings made up to 31 December 2020.

The results of subsidiaries acquired or sold are consolidated for the periods from or to the date on which control passed.

Where necessary, adjustments are made to the financial statements of subsidiaries to bring the accounting policies used into line with those used by the Group. All intra-group transactions, balances, income and expenses are eliminated on consolidation.

#### c) Going Concern

The Institute was dissolved on 31 December 2020 and the Munster Technological University (MTU) was established on 1 January 2021 under the Technological Universities Act 2018 and Statutory Instrument 568 of 2020. The legislation sets out a range of transfer provisions which include inter alia, the transfer to MTU of all property which, immediately before 1 January 2021 was vested in the Institute. All rights and liabilities of the Institute arising by virtue of any contract or commitment (express or implied) entered into before that date stand transferred to MTU.

The legislation also contains provisions whereby all staff of the Institute transferred to MTU on terms and conditions no less favourable than before.

Other provisions included in the legislation relate to the continuation after dissolution of anything commenced and not completed, in so far as it relates to a function conferred on MTU, and provisions with regard to liability for losses (including claims for loss or injury) occurring before the date of dissolution. As all of its functions, operations, assets and liabilities were transferred to MTU, these financial statements have been prepared on a going concern basis.

## CORK INSTITUTE OF TECHNOLOGY

### Notes to the Financial Statements (continued)

Period Ended 31 December 2020

#### 1. Significant Accounting Policies (continued)

##### d) Property, Plant and Equipment

###### *(i) Land and Buildings*

Tangible fixed assets are stated at cost or valuation, net of depreciation and any provision for impairment. Depreciation is provided on all tangible fixed assets, other than investment properties and freehold land, at rates calculated to write off the cost or valuation, less estimated residual value, of each asset on a straight-line basis over its expected useful life, as follows:

Freehold buildings	30 - 50 years
--------------------	---------------

Residual value represents the estimated amount which would currently be obtained from disposal of an asset, after deducting estimated costs of disposal, if the asset were already of the age and in the condition expected at the end of its useful life.

###### *(ii) Equipment*

From 1 September 2009, equipment costing less than €3,000 per individual item is written off to the income and expenditure account in the year of acquisition. Where individual items of equipment purchased are below the capitalisation limit (€3,000) and the total purchase invoice is in excess of the limit, these items are individually capitalised in the normal way. All other equipment is capitalised at cost. Capitalised equipment is depreciated on a straight-line basis over its useful economic life as follows:

Fixtures & Fittings including Prefabs	5 - 10 years
Car Parks	20 years
Computer equipment	3 years
Plant & Machinery	10 years
Equipment	5 years
Motor Vehicles	5 years

All equipment funded from Research Grants and Contracts is depreciated over the life of the assets in line with the policy for all other Fixed Assets.

Assets in the Student Services Company Limited are depreciated over 2-5 years - straight line.

# CORK INSTITUTE OF TECHNOLOGY

## Notes to the Financial Statements (continued)

Period Ended 31 December 2020

### 1. Significant Accounting Policies (continued)

#### e) Joint Venture Undertakings

In the Institute financial statements, investments in associates are accounted for using the equity method. Investments in joint venture undertakings are initially recognised at the transaction price (including transaction costs) and are subsequently adjusted to reflect the Institute's share of the profit or loss and other comprehensive income of the associate. Goodwill arising on the acquisition of associates is accounted for in accordance with the policy set out above. Any unamortised balance of goodwill is included in the carrying value of the investment in joint venture undertakings.

In the Institute financial statements investments in joint venture undertakings are accounted for at cost less impairment.

#### f) Inventory

Inventory is stated at the lower of cost and estimated selling price less costs to sell, which is equivalent to the net realisable value. Cost is calculated using the FIFO (first-in, first-out) method. Provision is made for obsolete, slow-moving or defective items where appropriate. Inventory shown in the Statement of Financial Position relates to merchandise in Cosmos Education Limited and consumable stock in the Student Services Company Limited.

#### g) Impairment of Assets

Assets, other than those measured at fair value, are assessed for indicators of impairment. If there is objective evidence of impairment, an impairment loss is recognised in profit or loss as described below.

##### **Financial Assets**

For financial assets carried at amortised cost, the amount of an impairment is the difference between the asset's carrying amount and the present value of estimated future cash flows, discounted at the financial asset's original effective interest rate.

For financial assets carried at cost less impairment, the impairment loss is the difference between the asset's carrying amount and the best estimate of the amount that would be received for the asset if it were to be sold at the reporting date.

## CORK INSTITUTE OF TECHNOLOGY

### Notes to the Financial Statements (continued)

Period Ended 31 December 2020

#### 1. Significant Accounting Policies (continued)

Where indicators exist for a decrease in impairment loss, and the decrease can be related objectively to an event occurring after the impairment was recognised, the prior impairment loss is tested to determine reversal. An impairment loss is reversed on an individual impaired financial asset to the extent that the revised recoverable value does not lead to a revised carrying amount higher than the carrying value had no impairment been recognised.

#### h) Taxation

##### **(a) Corporation Tax**

As an exempt charity, the Institute is not liable for corporation tax or income tax on any of its charitable activities. It is registered for value added tax, but since the supply of education is an exempt activity on which no output tax is charged it is unable to recover input tax on the majority of its purchases. Certain research and commercial activities within the Institute falls into the VAT net, any input or output tax relating to these activities is returned to the Revenue by the Institute.

##### **(b) Deferred Taxation**

In subsidiary companies, who do not hold a charitable status and are therefore liable to corporation tax, deferred taxation is recognised in respect of all timing differences that have originated but not reversed at the Statement of Financial Position date. Provision is made at the rates expected to apply when the timing differences reverse. Timing differences are differences between taxable profits and results as stated in the financial statements that arise from the inclusion of gains and losses in taxable profits in period's difference from those in which they are recognised in the financial statements.

A net deferred tax asset is regarded as recoverable and, therefore, recognised only when, on the basis of all available evidence, it can be regarded as more likely than not that there will be suitable taxable profits from which the future reversal of the underlying timing differences can be deducted.

# CORK INSTITUTE OF TECHNOLOGY

## Notes to the Financial Statements (continued)

Period Ended 31 December 2020

### 1. Significant Accounting Policies (continued)

#### i) Recognition of Income

##### **State Grants**

Recurrent state grants from the Higher Education Authority and other bodies are recognised in the period in which they are receivable. Non Recurrent Grants from the Higher Education Authority or other state bodies received in respect of the acquisition or construction of Fixed Assets are treated as deferred Capital Grants and amortised in line with the depreciation over the life of the assets.

##### **Fee Income**

Fee income is accounted for on an accruals basis.

##### **Research Grants and Contracts**

Income from research grants and contracts is matched to expenditure and included in the period the expenditure is incurred unless the grant has performance related conditions or restrictions associated with it. The most common classes of such transactions are set out below:

##### *a) Donations with No Restrictions*

Donations with no restrictions include amounts given to the Institute by way of cash or asset with no restriction as to how the donation should be used. Such donations are recorded in the Statement of Comprehensive Income on entitlement to the income.

##### *b) Donations with Restrictions*

Donations with restrictions are recorded within the Statement of Comprehensive Income on entitlement to the income. The restricted income received is held in the temporarily restricted reserve until such time that the expenditure is incurred in accordance with the restrictions.

##### *c) Research Grants with Performance-related Conditions*

Income from grants with performance-related conditions is recognised in the Statement of Comprehensive Income when the performance-related conditions are met. Grants with unfulfilled performance related conditions are held as deferred income until such time as the conditions are met, at which point the income is recorded in the Statement of Comprehensive Income.

##### *d) Other*

Income from other research grants and contracts is matched to expenditure and is included in the income of the period in which the related expenditure has been incurred.

##### **Minor Capital Works**

The Minister for Education and Skills introduced a scheme to devolve responsibility to the Institute for summer and other Capital Works.

In all cases Minor Capital Works funding is recognised in the period received.

##### **Income from Short-Term Deposits**

All income from short-term deposits is credited to the income and expenditure account in the period in which it is earned.



# CORK INSTITUTE OF TECHNOLOGY

## Notes to the Financial Statements (continued)

Period Ended 31 December 2020

### 1. Significant Accounting Policies (continued)

#### j) Employee Benefits

##### **a. Retirement Benefits**

Pension entitlements of staff recruited prior to 1 January 2013 are conferred under a defined benefit pension scheme established under the Education Sector Superannuation Scheme 2015. The scheme is operated on a Pay-as-You-Go basis, with superannuation deductions made from employees being retained by the Institute as an agreed part of its funding.

The Institute also operates the Single Public Service Pension Scheme ("single Scheme"), which is the defined benefit scheme for pensionable public servants appointed on or after 1 January 2013 in accordance with the Public Service Pensions (Single Scheme and Other Provisions) Act 2012. Single Scheme members' contributions are paid over by the Institute to the Department of Public Expenditure and Reform (DPER). Pension costs charged to expenditure in the period reflect the benefits earned by current employees during the period and are shown net of staff pension contributions which, in respect of (i) the Education Sector Superannuation Scheme 2015, are retained by the Institute and (ii) the Single Scheme, are remitted to DPER. An amount corresponding to the pension cost is recognised as income.

Pension liabilities represent the present value of future pension payments earned to date. The retirement benefit funding asset represents future pension payments which will be paid by the Department of Further and Higher Education, Research, Innovation and Science.

Actuarial gains or losses arising on scheme liabilities are reflected in the Statement of Comprehensive Income and a corresponding adjustment is recognised in the amount recoverable from the Higher Education Authority retirement benefit funding asset.

The financial statements reflect, at fair value, the assets and liabilities arising from the Institute's pension obligations in respect of its current staff only and any related funding. The costs of providing pension benefits are recognised in the accounting periods in which they are earned by employees. Pension liabilities in respect of former employees who are in receipt of pensions are excluded because pension payments are charged to the appropriation account of the Department of Further and Higher Education, Research, Innovation and Science. The reduction in liability arising from members who retire during the period is reflected as an experience gain. Retirement benefit scheme liabilities are measured on an actuarial basis using the projected unit credit method.

Subsidiary staff are not part of the Public Sector scheme and each company operates its own private scheme

##### **b. Short-Term Benefits**

Short-term benefits such as holiday pay are recognised as an expense in the period, and benefits that are accrued at period end are included in the Payables figure in the Statement of Financial Position. There is no accrual for holiday pay for Academic staff at period end due to the nature of their contracts.

#### k) Foreign Currency

Transactions in foreign currencies are recorded at the rate of exchange at the date of the transaction. Monetary assets and liabilities denominated in foreign currencies at the Statement of Financial Position date are reported at the rates of exchange prevailing at that date.

# CORK INSTITUTE OF TECHNOLOGY

## Notes to the Financial Statements (continued)

Period Ended 31 December 2020

### 1. Significant Accounting Policies (continued)

#### **l) Leases**

Assets held under finance leases, hire purchase contracts and other similar arrangements, which confer rights and obligations similar to those attached to owned assets, are capitalised as tangible fixed assets at the fair value of the leased asset (or, if lower, the present value of the minimum lease payments as determined at the inception of the lease) and are depreciated over the shorter of the lease terms and their useful lives. The capital elements of future lease obligations are recorded as liabilities, while the interest elements are charged to the profit and loss account over the period of the leases to produce a constant periodic rate of interest on the remaining balance of the liability.

Rentals under operating leases are charged on a straight-line basis over the lease term, even if the payments are not made on such a basis. Benefits received and receivable as an incentive to sign an operating lease are similarly spread on a straight-line basis over the lease term.

#### **m) Deferred Capital Grants**

Deferred capital grants represent unamortised value of accumulated funds allocated for fixed assets.

#### **n) Reserves**

##### ***Capital Development Reserve***

The capital development reserve represents funds set aside by the Institute for specified capital development purposes. Such funds arise from Student Registration Fees, non-state capital donations, banking facility fees and transfers from Revenue Reserves, in the latter case, which have had the prior approval of the Higher Education Authority, together with bank interest earned on these monies. Such funds shall be retained in the Capital Development Reserve Account provided the defined projects to which they are committed are in line with the Institute's Capital Development plan, have been approved by the Governing Body and are time phased and with estimates of costs.

## CORK INSTITUTE OF TECHNOLOGY

### Notes to the Financial Statements (continued)

Period Ended 31 December 2020

#### 2. Critical Accounting Judgements and Key Sources of Estimation

In the application of the Institute's accounting policies, which are described in note 1, the Governing Authority are required to make judgements, estimates and assumptions about the carrying amounts of assets and liabilities that are not readily apparent from other sources. The estimates and associated assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised if the revision affects only that period, or in the period of the revision and future periods if the revision affects both current and future periods.

#### Critical Judgements in Applying the Institute's Accounting Policies

The following are the critical judgements, apart from those involving estimations (which are dealt with separately below), that the Governing Body has made in the process of applying the Institute's accounting policies and that have the most significant effect on the amounts recognised in the financial statements.

##### a) Going Concern

There is no material uncertainty regarding the Institute's ability to meet its liabilities as they fall due, and to continue as a going concern. On this basis, the Institute considers it appropriate to prepare financial statements on a going concern basis. Accordingly, these financial statements do not include any adjustments to the carrying value and classification of assets and liabilities that may arise if the Institute was unable to continue as a going concern.

##### b) Operational and Financial Impact of COVID-19

The COVID-19 crisis has created major business and educational challenges for all third level institutions. The Institute continues to assess the ongoing and projected financial and operational impacts. The expected financial impact of COVID-19 has been considered in the Institute's Programmes and Budgets. These budgets have been reviewed by the Governing Body which was satisfied that there is sufficient funding for the Institute to meet its liabilities as they fall due and to continue as a going concern. The Governing Body further considered this matter on the approval of the financial statements. On this basis the Institute considers it appropriate to prepare financial statements on a going concern basis. Accordingly, these financial statements do not include any adjustments to the carrying amounts and classification of assets and liabilities that may arise if the Institute was unable to continue as a going concern. The Governing Body will continue to monitor the evolving financial and operational impacts of COVID-19. The Institute has developed an operational plan for the 2020/21 academic year.

##### c) Retirement Benefit Obligation

The assumptions underlying the actuarial valuations for which the amounts recognised in the financial statements are determined (including discount rates, rates of increase in future compensation levels and mortality rates) are updated annually based on current economic conditions, and for any relevant changes to the terms and conditions of the pension and post-retirement plans.

The assumptions can be affected by:

- (i) The discount rate, changes in the rate of return on high-quality corporate bonds
- (ii) Future compensation levels, future labour market conditions

##### d) Holiday Pay

The holiday pay accrual is calculated by reference to the days holidays outstanding at the period end. Academic staff do not require an accrual at period end due to the nature of their contract.

##### e) Property, Plant and Equipment

Depreciation is calculated based on estimates and assumptions on the useful economic life and expected residual value of the asset.

# CORK INSTITUTE OF TECHNOLOGY

## Notes to the Financial Statements (continued)

Period Ended 31 December 2020

### 3. State Grants

	Allocated for Recurrent Expenditure	Allocated for Capital Expenditure	2020 Total	2019 Total
	€000's	€000's	€000's	€000's
Recurrent Expenditure – HEA	78,355	2,461	80,816	52,251
Capital Grant - HEA	1,395	4,787	6,182	900
<b>Total 2020</b>	<b>79,750</b>	<b>7,248</b>	<b>86,998</b>	<b>53,151</b>
<b>Total 2019</b>	<b>49,139</b>	<b>4,012</b>	<b>53,151</b>	

## CORK INSTITUTE OF TECHNOLOGY

### Notes to the Financial Statements (continued)

Period Ended 31 December 2020

#### 4. Tuition Fees and Student Contribution

	2020				2019			
	Students WTE	State Funded	Non State Funded	Total	Students WTE	State Funded	Non State Funded	Total
		€000's	€000's	€000's		€000's	€000's	€000's
Fees paid by State	14,451	8,328	-	<b>8,328</b>	6,859	5,749	-	<b>5,749</b>
Non EU Fees	545	10	2,576	<b>2,586</b>	199	24	1,258	<b>1,282</b>
Fees paid by students or on behalf of Students	1,515	691	1,889	<b>2,580</b>	941	635	989	<b>1,624</b>
Life Long Learning and other fees	3,449	1,440	7,727	<b>9,167</b>	1,827	502	5,336	<b>5,838</b>
Student Contribution inc repeat exam fees		13,801	16,895	<b>30,696</b>		9,997	12,972	<b>22,969</b>
	<b>19,960</b>	<b>24,270</b>	<b>29,087</b>	<b>53,357</b>	<b>9,826</b>	<b>16,907</b>	<b>20,555</b>	<b>37,462</b>
Allocated to Capital		-	(32)	(32)		-	-	(5)
		<b>24,270</b>	<b>29,055</b>	<b>53,325</b>		<b>16,907</b>	<b>20,555</b>	<b>37,457</b>
Transfer to Capital Development Reserve		-	(8,775)	(8,775)		-	-	(1,002)
<b>Student Numbers /</b>								
<b>Net Fee Income</b>	<b>19,960</b>	<b>24,270</b>	<b>20,280</b>	<b>44,550</b>	<b>9,826</b>	<b>16,907</b>	<b>20,555</b>	<b>36,455</b>

The Higher Education Authority paid fees in the period of €8.154m for fees and €1.056m for Springboard / ICT Skills, the total costs of which are part funded by the European Social Fund. SUSI paid student contribution fees in the period of €17.811m in 2020 (€9.464m in 2019).

Student numbers are stated as whole time equivalents based on enrolled credits. The 2020 figures include 2019-2020 and 2020-2021.

Capital Items of €30k have been charged against Student Capitation and €2k against Life Long Learning and in 2019 €5k have been charged against Student Contribution.

# CORK INSTITUTE OF TECHNOLOGY

## Notes to the Financial Statements (continued)

Period Ended 31 December 2020

### 5. Research Grants and Contracts

	2020 Total 16 months €000's	2019 Total 16 months €000's
<b>Income</b>		
State HEA	1,466	946
State Other	9,251	7,507
Other	14,038	7,993
Dividend	25	60
Allocated to Capital	(4,066)	(355)
	<b>20,714</b>	<b>16,151</b>
<b>Expenditure</b>		
Pay Costs	9,027	6,913
Non Pay Costs	12,623	8,421
Depreciation Non State	146	99
	<b>21,796</b>	<b>15,433</b>
<b>Net Outcome</b>	(1,082)	718
Transfer to CDR	(7)	-
Transfer to Reserve	(10)	(16)
Transfer to Restricted Reserve	4	-
Transfer from CDR – Capital	2,130	-
Transfer from CDR to Expenditure	75	344
<b>Surplus for the period</b>	<b>1,110</b>	<b>1,046</b>

Included in the Research Grant and Contract Income is an amount of €1.763m in respect of overhead recovery. The balance represents direct costs recovered for research work undertaken. The HEA paid grants towards Research & Development of €2.862m in 2020 (€1.008m in 2019).



## CORK INSTITUTE OF TECHNOLOGY

### Notes to the Financial Statements (continued)

Period Ended 31 December 2020

#### 6. Analysis of State Derived Income

Name of Grantor	Op Deferral 01/09/19 €000's restated	Grant received €000's	CL Deferral 31/12/20 €000's	I&E 2020 €000's
<b>Note 3 - State Grant</b>				
HEA	(1,149)	92,883	(9,523)	82,211
Allocated for Capital Expenditure	-	-	(2,461)	(2,461)
<b>State Income</b>	<b>(1,149)</b>	<b>92,883</b>	<b>(11,984)</b>	<b>79,750</b>

The opening balance was restated to include debtors and not just deferrals at 31 August 2020.

#### Note 4 - Tuition Fees and Student Contribution

HEA	-	9,210	257	9,467
Naval Services	-	152	-	152
Institute of Technology Tralee	-	346	-	346
University College Cork	-	997	-	997
Galway / Mayo Institute of Technology	-	330	-	330
State – Other	-	871	-	871
SUSI	-	17,811	(5,704)	12,107
<b>Tuition fees and student contribution</b>	<b>-</b>	<b>29,717</b>	<b>(5,447)</b>	<b>24,270</b>

# CORK INSTITUTE OF TECHNOLOGY

## Notes to the Financial Statements (continued)

Period Ended 31 December 2020

### 6. Analysis of State Derived Income (continued)

Name of Grantor	Op Deferral 01/09/19 €000's restated	Grant received €000's	CL Deferral 31/12/20 €000's	I&E 2020 €000's
<b>Note 5 - Research Grants &amp; Contracts</b>				
Athletics Ireland	-	20	(8)	12
Bord Iascaigh Mhara	17	-	-	17
Cork County Council	(4)	45	15	56
Cork Institute of Technology	(2)	-	-	(2)
Cork City Council	7	73	(11)	69
Councils – Other	-	5	-	5
Department of Agriculture & Food	13	1,080	(158)	935
Department of Defence	(5)	114	(109)	-
Department of Further and Higher Education, Research, Innovation and Science.	(13)	163	(1)	149
Department of Public Expenditure & Reform	-	31	1	32
Department of Foreign Affairs	3	-	-	3
Department of Rural & Community Dev	22	26	(19)	29
Enterprise Ireland	420	5,352	(1,005)	4,767
Environmental Protection Agency	(75)	333	136	394
Education Training Board	-	48	-	48
European Organisation for Astronomical Research	-	1	-	1
Food Safety Board	-	19	(19)	-
Higher Education Authority	502	2,862	(1,898)	1,466
IDA Ireland	(66)	117	47	98
Irish Research Council	55	179	(114)	120
Marine Institute	(24)	33	27	36
Not Applicable	-	13	-	13
National Centre for Excellence in Mathematics & Science Teaching & Learning	31	-	(31)	-
National Disability	(13)	14	-	1
National Forum for Teaching & Learning	(4)	59	(31)	24
Quality and Qualifications Ireland	21	8	(58)	(29)
Revenue Commissioners	-	94	-	94
Sustainable Energy Ireland	(39)	525	(139)	347
Science Foundation Ireland	374	1,827	(1,081)	1,120
SOLAS	-	30	-	30
Teagasc	(11)	449	28	466
Technological Higher Education Association	-	(6)	-	(6)
Tyndall Institute	22	27	-	49
University College Cork	38	400	(123)	315
University of Limerick	(173)	179	10	16
Institutes of Technology – Other	-	42	-	42
<b>Research Grants &amp; Contracts</b>	<b>1,096</b>	<b>14,162</b>	<b>(4,541)</b>	<b>10,717</b>

## CORK INSTITUTE OF TECHNOLOGY

### Notes to the Financial Statements (continued)

Period Ended 31 December 2020

#### 6. Analysis of State Derived Income (continued)

Name of Grantor	Op Deferral 01/09/19 €000's	Grant received €000's	CL Deferral 31/12/20 €000's	I&E 2020 €000's
<b>Note 7 - Student Support Funding</b>				
HEA	323	1,285	(361)	1,247
Allocated for Capital Expenditure				-
<b>Student Support Funding</b>	<b>323</b>	<b>1,285</b>	<b>(361)</b>	<b>1,247</b>
<b>Note 8 - Other Income</b>				
Institute of Technology Tralee	-	37	-	37
Dept of Tourism & Sport	-	12	-	12
Failte Ireland	-	5	-	5
Other	-	7	-	7
<b>Other Income</b>	<b>-</b>	<b>61</b>	<b>-</b>	<b>61</b>

#### 7. Student Support Funding

	2020			2019
	Disabilities 16 months €000's	Student Assistance 16 months €000's	Total 16 months €000's	Total 12 months €000's
Balance at 1 September	183	140	323	86
<b>Receipts</b>				
Higher Education Authority	471	814	1,285	919
<b>Amounts Applied</b>				
Pay Costs	156	-	156	101
Non Pay Costs	354	729	1,083	551
<b>Total Expenditure</b>	<b>510</b>	<b>729</b>	<b>1,239</b>	<b>652</b>
Equipment	(8)	-	(8)	(30)
Balance at 31 December	136	225	361	323

Funding is provided by the Higher Education Authority under the National Development Plan and is part funded by the European Social Fund.

# CORK INSTITUTE OF TECHNOLOGY

## Notes to the Financial Statements (continued)

Period Ended 31 December 2020

### 8. Other Income

	<b>2020 Total 16 months</b>	<b>2019 Total 12 months</b>
	<b>€000's</b>	<b>€000's</b>
Superannuation deductions retained	4,666	3,761
State Other	61	(87)
Rental of Facilities	18	11
Sundry Income	754	491
Student Services Company Limited	1,882	2,594
	<u>7,381</u>	<u>6,770</u>
Transfer to CDR	(267)	(200)
	<u>7,114</u>	<u>6,570</u>
<b>Net Outcome</b>	<b>7,114</b>	<b>6,570</b>

The income from the CIT Student Services Company Limited is generated from the provision of a mini market, bistro, shop and canteen services to the students of CIT.

### 9. Staff Costs

The average number of persons (including senior post-holders) employed by the Institute during the period, expressed in full time equivalent is:

	<b>2020 No. of employees</b>	<b>2019 No. of employees</b>
	<b>€000's</b>	<b>€000's</b>
Teaching and research	808	746
Technical	147	138
Central administration and services	252	302
	<u>1,207</u>	<u>1,186</u>
	<b>16 months</b>	<b>12 months</b>
	<b>€000's</b>	<b>€000's</b>
Salaries and wages	98,917	68,708
Overtime	1,243	1,249
Allowances	87	110
Employer Welfare Costs	9068	5,738
Subsidiaries	1,891	1,906
	<u>111,206</u>	<u>77,711</u>

## CORK INSTITUTE OF TECHNOLOGY

### Notes to the Financial Statements (continued)

Period Ended 31 December 2020

#### 9. Staff Costs (continued)

##### Key Management Compensation

For the purposes of this note, key management personnel in the Institute includes the Governing Body, President, Registrar, Secretary/Financial Controller, Heads of School any other person on these salary grades.

	2020						2019	
	WTE	Salary 16 months €000's	Fees	Employee Benefits 16 months €000's	Post- Employment Benefits 16 months €000's	Termination Benefits 16 months €000's	Total Compensation 16 months €000's	Total Compensation 12 months €000's <i>Restated</i>
Governing Body Members	2	-	25	-	-	-	25	24
President	1	218	-	-	-	-	218	158
Executive Management	19	2,451	-	-	-	-	2,451	1,216
Seconded Executive Management	-	-	-	-	-	-	-	-
	<b>22</b>	<b>2,669</b>	<b>25</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>2,694</b>	<b>1,398</b>

## CORK INSTITUTE OF TECHNOLOGY

### Notes to the Financial Statements (continued)

Period Ended 31 December 2020

#### 9. Staff Costs (continued)

##### Post-employment benefits of key management staff

All members of the executive management team are members of the Institute scheme. The pension scheme is a defined benefit final salary pension arrangement with benefits and contributions defined by reference to current "model" public sector scheme regulations only.

##### Termination Payments

No termination payments were paid to any staff of the Institute.

##### Higher Paid Staff

The Institute has adopted a starting value of €60,000 to identify higher paid staff. Staff remuneration, in salary bands of €10,000, using €60,000 as the starting value, is as follows:

	Consolidated Period Ended 31 Dec 2020 16 months	Institute Only Period Ended 31 Dec 2020 16 months	Consolidated Year ended 31 Aug 2019 12 months
Salary Bands			
60,000 - 70,000	120	117	120
70,001 - 80,000	121	120	123
80,001 - 90,000	242	242	220
90,001 - 100,000	40	40	50
100,001 - 110,000	32	32	17
110001 - 120,000	2	2	2
120,001 - 130,000	-	-	-
130,001 - 140,000	1	1	-
140,001 - 150,000	-	-	-
150,001 - 160,000	-	-	-
> 160,001	1	1	1
<b>Grand Total</b>	<b>559</b>	<b>555</b>	<b>533</b>

The overall figure for employer pension contribution in the period was €130k (€90k in 2019).

## CORK INSTITUTE OF TECHNOLOGY

### Notes to the Financial Statements (continued)

Period Ended 31 December 2020

#### 10. Operating Expenses

Analysis of Other Operating Expenditure	Consolidated	Consolidated
	2020	Reclassified
	12 months	12 months
	€000's	€000's
Materials & other Consumables	4,256	4,528
Library Materials	438	241
Computer Costs	2,177	1,237
General Education	4,374	2,699
Services to Students	1,098	1,041
Project Partners	5,647	1,414
Equipment	1,567	1,546
Premises Costs	7,290	6,315
Travel & Subsistence	1,560	2,237
Hospitality	84	234
Personnel Costs	2,140	1,470
Professional Fees	1,777	2,278
Auditors Remuneration	46	35
Legal Costs	161	(5)
Communications	275	195
Stationery & Office Materials	557	601
General Advertising & Publicity	1,016	833
Insurance	590	490
Movement in Bad Debt Provision	275	(201)
Finance Costs	374	213
Loss on Asset Disposal	10	15
Other	40	87
	<b>35,752</b>	<b>27,503</b>

The reclassification in 2019 relates to the reclassification of Auditors Remuneration (€101k) to Professional Fees to bring in line with 2020.



## CORK INSTITUTE OF TECHNOLOGY

### Notes to the Financial Statements (continued)

Period Ended 31 December 2020

#### 11. Taxation

Cork Institute of Technology and all its Subsidiaries with exception of CIT Innovation Centre DAC are exempt from Corporation Tax under a charitable status order.

CIT Innovation Centre DAC has liability of €3k for Corporation Tax for the period.

#### 12. Financial Result for the Period

The surplus for the period on continuing operations is made up as follows:

	<b>2020</b>	<b>2019</b>
	<b>16 months</b>	<b>12 months</b>
	<b>€000's</b>	<b>€000's</b>
Institute surplus for the period	15,079	4,643
(Deficit) / Surplus generated by subsidiaries and other undertakings	(59)	103
	<b>15,020</b>	<b>4,746</b>

## CORK INSTITUTE OF TECHNOLOGY

### Notes to the Financial Statements (continued)

Period Ended 31 December 2020

#### 13. Property, Plant and Equipment

Consolidated	Land & buildings	Assets Under Construction	Fixtures & fittings	Computer equipment	Plant & machinery	Furniture & equipment	Motor Vehicles	Total
	€000's	€000's	€000's	€000's	€000's	€000's	€000's	€000's
<b>Cost</b>								
At 1 September 2019	148,972		8,883	12,566	8,541	16,875	327	196,164
Additions in year	2,216	2,870	254	2,305	1,529	2,295	19	11,488
Reclassification	-	-	(40)	(48)	-	88	-	-
Disposals in year*	(15)		(241)	(1,732)	(327)	(2,261)	(8)	(4,584)
<b>At 31 December 2020</b>	<b>151,173</b>	<b>2,870</b>	<b>8,856</b>	<b>13,091</b>	<b>9,743</b>	<b>16,997</b>	<b>338</b>	<b>203,068</b>
<b>Depreciation</b>								
At 1 September 2019	60,203	-	7,969	10,625	5,508	16,021	324	100,650
Charge for year	4,834	-	317	2,025	713	1,354	4	9,247
Reclassification	-	-	-	3	-	(3)	-	-
Eliminated on disposals*	(12)	-	(241)	(1,789)	(326)	(2,267)	(9)	(4,644)
<b>At 31 December 2020</b>	<b>65,025</b>	<b>-</b>	<b>8,045</b>	<b>10,864</b>	<b>5,895</b>	<b>15,105</b>	<b>319</b>	<b>105,252</b>
<b>Net book value At 31 December 2020</b>	<b>86,148</b>	<b>2,870</b>	<b>811</b>	<b>2,227</b>	<b>3,848</b>	<b>1,892</b>	<b>19</b>	<b>97,815</b>
<b>At 1 September 2019</b>	<b>88,769</b>		<b>914</b>	<b>1,941</b>	<b>3,033</b>	<b>854</b>	<b>3</b>	<b>95,514</b>

Lease commitments at 31 December 2020 amounted to €3,008m (2019 - €3.630m).

The Institute holds and maintains a historical building that houses the Crawford College of Art and Design. As this is used for operational purposes, it is accounted for as a fixed asset, rather than a heritage asset. The Institute maintains a Visual Art Collection to enhance the teaching environment but this is not considered a heritage asset.

\* A Fixed assets review was carried during the period that identified discrepancies in depreciation on disposals. In order to correct this position the remaining Accumulated Depreciation related to these historical assets had to be removed from the Balance Sheet and therefore the reason for the excess of Depreciation over Cost for the period.

# CORK INSTITUTE OF TECHNOLOGY

## Notes to the Financial Statements (continued)

Period Ended 31 December 2020

### 13. Property, Plant and Equipment (continued) – in respect prior year

Consolidated	Land & buildings	Fixtures & fittings	Computer equipment	Plant & machinery	Furniture & equipment	Motor Vehicles	Total
	€000's	€000's	€000's	€000's	€000's	€000's	€000's
<b>Cost</b>							
At 1 September 2018	147,234	8,593	11,696	7,965	17,030	362	192,880
Additions in year	1,738	293	1,486	587	561	5	4,670
Disposals in year	-	(3)	(616)	(11)	(716)	(40)	(1,386)
<b>At 31 August 2019</b>	<b>148,972</b>	<b>8,883</b>	<b>12,566</b>	<b>8,541</b>	<b>16,875</b>	<b>327</b>	<b>196,164</b>
<b>Depreciation</b>							
At 1 September 2018	56,554	7,633	10,273	5,122	15,992	356	95,930
Charge for year	3,649	339	969	393	737	5	6,092
Eliminated on disposals	-	(3)	(617)	(7)	(708)	(37)	(1,372)
<b>At 31 August 2019</b>	<b>60,203</b>	<b>7,969</b>	<b>10,625</b>	<b>5,508</b>	<b>16,021</b>	<b>324</b>	<b>100,650</b>
<b>Net book value At 31 August 2019</b>	<b>88,769</b>	<b>914</b>	<b>1,941</b>	<b>3,033</b>	<b>854</b>	<b>3</b>	<b>95,514</b>
<b>At 1 September 2018</b>	<b>90,680</b>	<b>960</b>	<b>1,423</b>	<b>2,843</b>	<b>1,038</b>	<b>6</b>	<b>96,950</b>

Lease commitments at 31 August 2019 amounted to €3.630m (2018 - €4.299m).

The Institute holds and maintains a historical building that houses the Crawford College of Art and Design. As this is used for operational purposes, it is accounted for as a fixed asset, rather than a heritage asset.

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## CORK INSTITUTE OF TECHNOLOGY

### Notes to the Financial Statements (continued)

Period Ended 31 December 2020

#### 13. Property, Plant and Equipment (continued)

Institute Only	Land & buildings	Assets Under Construction	Fixtures & fittings	Computer equipment	Plant & machinery	Furniture & equipment	Motor Vehicles	Total
	€000's	€000's	€000's	€000's	€000's	€000's	€000's	€000's
<b>Cost</b>								
At 1 September 2019	148,967		7,122	12,379	7,449	17,677	329	193,923
Additions in year	2,216	2,870	214	2,249	1,529	2,315	19	11,412
Reclassification	-	-	(40)	(48)	-	88	-	-
Disposals in year*	(15)	-	(241)	(1,732)	(327)	(2,241)	(8)	(4,564)
<b>At 31 December 2020</b>	<b>151,168</b>	<b>2,870</b>	<b>7,055</b>	<b>12,848</b>	<b>8,651</b>	<b>17,839</b>	<b>340</b>	<b>200,771</b>
<b>Depreciation</b>								
At 1 September 2019	60,202	-	6,696	10,506	5,507	15,683	325	98,919
Charge for year	4,834	-	314	2,007	713	1,141	4	9,013
Reclassification	-	-	-	3	-	(3)	-	-
Eliminated on disposals*	(12)		(241)	(1,789)	(326)	(2,247)	(9)	(4,624)
<b>At 31 December 2020</b>	<b>65,024</b>		<b>6,769</b>	<b>10,727</b>	<b>5,894</b>	<b>14,574</b>	<b>320</b>	<b>103,308</b>
<b>Net book value</b>								
<b>At 31 December 2020</b>	<b>86,144</b>	<b>2,870</b>	<b>286</b>	<b>2,122</b>	<b>2,756</b>	<b>3,264</b>	<b>20</b>	<b>97,463</b>
<b>At 1 September 2019</b>	<b>88,765</b>	<b>-</b>	<b>426</b>	<b>1,873</b>	<b>1,942</b>	<b>1,994</b>	<b>4</b>	<b>95,004</b>

Lease commitments at 31 December 2020 amounted to €3,008m (2019 - €3.630m).

The Institute holds and maintains a historical building that houses the Crawford College of Art and Design. As this is used for operational purposes, it is accounted for as a fixed asset, rather than a heritage asset. The Institute maintains a Visual Art Collection to enhance the teaching environment but this is not considered a heritage asset.

\* A Fixed assets review was carried during the period that identified discrepancies in depreciation on disposals. In order to correct this position the remaining Accumulated Depreciation related to these historical assets had to be removed from the Balance Sheet and therefore the reason for the excess of Depreciation over Cost for the period.

# CORK INSTITUTE OF TECHNOLOGY

## Notes to the Financial Statements (continued)

Period Ended 31 December 2020

### 13. Property, Plant and Equipment (continued) – in respect prior year

Institute Only	Land & buildings	Fixtures & fittings	Computer equipment	Plant & machinery	Furniture & equipment	Motor Vehicles	Total
	€000's	€000's	€000's	€000's	€000's	€000's	€000's
<b>Cost</b>							
At 1 September 2018	147,229	7,000	11,522	6,873	17,855	363	190,842
Additions in year	1,738	125	1,470	587	538	6	4,464
Disposals in year	-	(3)	(613)	(11)	(716)	(40)	(1,383)
<b>At 31 August 2019</b>	<b>148,967</b>	<b>7,122</b>	<b>12,379</b>	<b>7,449</b>	<b>17,677</b>	<b>329</b>	<b>193,923</b>
<b>Depreciation</b>							
At 1 September 2018	56,553	6,441	10,175	5,121	15,700	357	94,347
Charge for year	3,649	258	944	393	691	5	5,940
Eliminated on disposals	-	(3)	(613)	(7)	(708)	(37)	(1,368)
<b>At 31 August 2019</b>	<b>60,202</b>	<b>6,696</b>	<b>10,506</b>	<b>5,507</b>	<b>15,683</b>	<b>325</b>	<b>98,919</b>
<b>Net book value</b>							
<b>At 31 August 2019</b>	<b>88,765</b>	<b>426</b>	<b>1,873</b>	<b>1,942</b>	<b>1,994</b>	<b>4</b>	<b>95,004</b>
<b>At 1 September 2018</b>	<b>90,676</b>	<b>559</b>	<b>1,347</b>	<b>1,752</b>	<b>2,155</b>	<b>6</b>	<b>96,495</b>

Lease commitments at 31 August 2019 amounted to €3.630m (2018 - €4.299m).

The Institute holds and maintains a historical building that houses the Crawford College of Art and Design. As this is used for operational purposes, it is accounted for as a fixed asset, rather than a heritage asset.

The Institute maintains a Visual Art Collection to enhance the teaching environment but this is not considered a heritage asset.

## CORK INSTITUTE OF TECHNOLOGY

### Notes to the Financial Statements (continued)

Period Ended 31 December 2020

#### 14. Subsidiary Undertakings and Investments

The Institute holds an interest in the following subsidiaries and joint ventures:

##### Subsidiary Undertakings

CIT Student Services Company Limited was incorporated by the Institute in 1994 for the purpose of provision of shop and canteen services to students. It is a company limited by guarantee and not having share capital. The company is a wholly owned subsidiary.

	<b>2020</b>	<b>2019</b>
	<b>16 months</b>	<b>12 months</b>
	<b>€000's</b>	<b>€000's</b>
Profit for the financial period	(191)	76
Net Assets	937	499

CIT Innovation Centre DAC, t/a The Rubicon, was established in August 2004 and is the on campus incubation centre for the Institute. The company is a wholly owned subsidiary.

	<b>2020</b>	<b>2019</b>
	<b>16 months</b>	<b>12 months</b>
	<b>€000's</b>	<b>€000's</b>
Profit for the financial period	69	48
Net Assets	184	128

CIT Foundation Limited was established by the Institute in July 2007 to raise funds and receive donations. It is a company limited by guarantee and not having share capital. The company is a wholly owned subsidiary.

	<b>2020</b>	<b>2019</b>
	<b>16 months</b>	<b>12 months</b>
	<b>€000's</b>	<b>€000's</b>
Profit/(Loss) for the financial period	62	(27)
Net Assets	340	278

## CORK INSTITUTE OF TECHNOLOGY

### Notes to the Financial Statements (continued)

Period Ended 31 December 2020

#### 14. Subsidiary Undertakings and Investments (continued)

Cosmos Education Limited was established by the Institute in January 2008 for the purpose of delivering educational, research and training services through the operation of a scientific, educational and cultural exhibition in Blackrock Castle Observatory Cork. It is a company limited by guarantee and not having share capital. The company is a wholly owned subsidiary.

	<b>2020</b>	<b>2019</b>
	<b>16 months</b>	<b>12 months</b>
	<b>€000's</b>	<b>€000's</b>
Profit/(Loss) for the financial period	1	6
Net Assets	23	13

CIT Consortium Projects DAC was established by the Institute in August 2017 to allow CIT apply for funding under the Regional Enterprise Development Fund, a fund managed by Enterprise Ireland. The company is a wholly owned subsidiary.

	<b>16 months</b>	<b>12 months</b>
	<b>€000's</b>	<b>€000's</b>
Profit/(Loss) for the financial period	-	-
Net Assets	-	-

CIT Infinite DAC was established by the Institute in December 2015 to manage CIT's interest in a horizontal Internet of Things testbed called INFINITE. The company is a wholly owned subsidiary. The company was closed in the financial period.

#### Joint Ventures

GAC Training and Service Solutions Limited (GTSS) was established in February 2010 and is in the business of commercial training in the maritime areas of oil, gas, chemicals and traded commodities. CIT's investment comprises 25,000 shares and this represents a 50% shareholding with GAC Shipping UK Limited who hold the other 50% shareholding.



## CORK INSTITUTE OF TECHNOLOGY

### Notes to the Financial Statements (continued)

Period Ended 31 December 2020

#### 14. Subsidiary Undertakings and Investments (continued)

Seftec NMCI Offshore Training Limited (SNO) was established in February 2010 and is in the business of providing courses and consultancy to the offshore and maritime industry both in Ireland and abroad. CIT's investment comprises 25,000 shares and this represents a 50% shareholding with SEFTec Global Training Ireland Limited who hold the other 50% shareholding.

#### Campus Companies

The Institute holds minority shareholdings in a number of campus companies. The carrying value of such investments in the Institute financial statements are €1,957.31, made up as follows.

Shareholding %	Company	Nature of Business	Amount €
10	nSilico	Bioinformatics Software	154
4.41	Adventamed	Medical Devices	120
9.52	AudioSourcRE	Audio Source	1
10	Showguider	Event Management Software	833
10	Tip Tap Tap	Educational Technology	643
7.44	Predictive Control Systems	Energy Optimisation Software	206
3.24	OrthoXel	Medical Device	-

#### Investments

	Consolidated		Institute	
	2020	2019	2020	2019
	16 months €000's	12 months €000's	16 months €000's	12 months €000's
Investments held are as follows:				
<b>At 1 September</b>	542	212	52	50
Disposal	-	-	-	-
Movement of investments	-	330	-	2
<b>At 31 December 2020 / 31 August 2019</b>	<b>542</b>	<b>542</b>	<b>52</b>	<b>52</b>

# CORK INSTITUTE OF TECHNOLOGY

## Notes to the Financial Statements (continued)

Period Ended 31 December 2020

### 15. Receivables

	Consolidated		Institute	
	2020	2019	2020	2019
	16 months	12 months	16 months	12 months
	€000's	€000's	€000's	€000's
Trade Receivables	844	869	833	831
Research grants and contracts receivable	3,421	4,238	3,386	4,230
State Grant receivable	-	1,702	-	1,702
Academic fees receivable	6,297	1,880	6,297	1,880
Prepayments	880	578	852	548
Other receivables	170	348	212	341
	<b>11,612</b>	<b>9,615</b>	<b>11,580</b>	<b>9,532</b>

### 16. Cash and Cash Equivalents

	Consolidated		Institute	
	2020	2019	2020	2019
	16 months	12 months	16 months	12 months
	€000's	€000's	€000's	€000's
Cash at bank including balances held on Short term deposit	73,025	28,296	71,874	27,007
Long term deposit	-	5,000	-	5,000
	<b>73,025</b>	<b>33,296</b>	<b>71,874</b>	<b>32,007</b>

## CORK INSTITUTE OF TECHNOLOGY

### Notes to the Financial Statements (continued)

Period Ended 31 December 2020

#### 17. Payables: amounts falling due within one year

	Consolidated		Institute	
	2020	2019	2020	2019
	16 months	12 months	16 months	12 months
	€000's	€000's	€000's	€000's
Trade payables	72	452	49	236
Research grants and contracts in advance	14,368	6,798	14,097	6,603
Fees received in advance	15,451	3,576	15,451	3,576
State grants received in advance	8,955	553	8,955	553
Accruals	8,227	7,693	8,326	7,552
Other tax and social security in advance	2,963	2,269	2,916	2,235
Other payables in advance	867	1,014	867	1,014
<b>Total Creditors</b>	<b>50,903</b>	<b>22,355</b>	<b>50,661</b>	<b>21,769</b>

#### 18. Lease Commitments

	Land & Buildings	Land & Buildings	Other	Other
	2020	2019	2020	2019
	16 months	12 months	16 months	12 months
	€000's	€000's	€000's	€000's
<b>Operating Leases</b>				
Total future minimum lease payments under non-cancellable operating leases are as follows:				
Within 1 Year	467	467	-	-
Between 2 & 5 Years	1,648	1,721	-	-
<b>Finance Lease</b>				
Greater than 5 years	893	1,442	-	-
<b>Total Commitments</b>	<b>3,008</b>	<b>3,630</b>	-	-

The Institute has two properties leased, one of which will expire on 30 November 2021 and the other on 31 August 2028.

# CORK INSTITUTE OF TECHNOLOGY

## Notes to the Financial Statements (continued)

Period Ended 31 December 2020

### 19. Deferred Capital Grants

	Consolidated		Institute	
	2020	2019	2020	2019
	16 months €000's	12 months €000's	16 months €000's	12 months €000's
<b>At 1 September</b>				
<b>Opening Balance</b>	<b>94,363</b>	<b>95,831</b>	<b>94,331</b>	<b>95,773</b>
<b>Cash received in the period</b>				
Allocated from State recurrent grant	2,461	3,360	2,461	3,360
State Grant for Minor Capital works - DOES	4,787	652	4,787	652
Research Grants & Contracts	1,196	355	1,189	355
Tuition Fees - Self funding	32	5	32	5
Student Support	8	30	8	30
Reclassification	740	-	740	-
Funded from Capital Development Reserve	2,130	-	2,130	-
<b>Total</b>	<b>11,354</b>	<b>4,402</b>	<b>11,347</b>	<b>4,402</b>
<b>Amortised to Income and expenditure in the period</b>				
Amortised in line with depreciation	(8,856)	(5,829)	(8,856)	(5,829)
Subsidiary company fixed assets - depreciation	(20)	(27)	-	-
Amount released on disposal of Fixed Assets	60	(14)	60	(15)
Release of Restricted Capital Funds	-	-	-	-
<b>Total</b>	<b>(8,816)</b>	<b>(5,870)</b>	<b>(8,796)</b>	<b>(5,844)</b>
<b>Closing Balance</b>	<b>96,901</b>	<b>94,363</b>	<b>96,882</b>	<b>94,331</b>

## CORK INSTITUTE OF TECHNOLOGY

### Notes to the Financial Statements (continued)

Period Ended 31 December 2020

#### 20. Capital Development Reserve

	Consolidated		Institute	
	2020	2019	2020	2019
	16 months	12 months	16 months	12 months
	€000's	€000's	€000's	€000's
<b>Opening Balance</b>	13,179	12,308	13,179	12,308
Interest earned	2	7	2	7
Transfer from Student Development	8,775	1,002	8,775	1,002
Transfer from Other Income	267	200	267	200
Transfer from Recurrent Grant	-	-	-	-
Transfer from Research Grants & Contracts	7	6	7	6
Transfer to Expenditure	(75)	(344)	(75)	(344)
Capital Projects – State	(2,130)	-	(2,130)	-
Capital Projects – Non State	-	-	-	-
<b>Closing Balance</b>	<b>20,025</b>	<b>13,179</b>	<b>20,025</b>	<b>13,179</b>

#### Capital Reserve - Student Services Co Ltd

These funds were received previously following the closure of Trusts. This reserve is designated for future capital developments to benefit student welfare.

#### 21. Capital Commitments

	Consolidated		Institute	
	2020	2019	2020	2019
	16 months	12 months	16 months	12 months
	€000's	€000's	€000's	€000's
Authorised but not contracted	3,944	2,350	3,944	2,350
	<b>3,944</b>	<b>2,350</b>	<b>3,944</b>	<b>2,350</b>

# CORK INSTITUTE OF TECHNOLOGY

## Notes to the Financial Statements (continued)

Period Ended 31 December 2020

### 22. Related Parties

In the normal course of business, the Institute may enter into contractual arrangements with undertakings in which the Institute's Governing Body members are employed or otherwise interested. The Institute has adopted procedures in accordance with the Code of Governance of Irish Institutes of Technology in relation to the disclosure of interests by members of the Board and the Institute has complied with these procedures during the period.

### 23. Contingent Liabilities

There were no contingent liabilities existing at 31 December 2020.

## CORK INSTITUTE OF TECHNOLOGY

### Notes to the Financial Statements (continued)

Period Ended 31 December 2020

#### 24. Retirement Benefit Costs

##### *(i) Staffing*

Retirement benefit obligations were accounted for the first time in the 2016/2017 financial statements. The opening position at 1 September 2016 was estimated by the actuary, based on market conditions at that time.

##### *(ii) Description of Scheme*

###### Institute Scheme

The pension scheme is a defined benefit final salary pension arrangement with benefits and contributions defined by reference to current "model" public sector scheme regulations. The scheme provides a pension (one eightieth per year of service), a gratuity or lump sum (three eightieths per year of service) and spouse's and children's pensions. Normal Retirement Age is a member's 65th birthday, and pre 2004 members have an entitlement to retire without actuarial reduction from age 60. Pensions in payment (and deferment) normally increase in line with general public sector salary inflation. Deductions from staff are retained by the Institute.

###### Single Scheme

New entrant staff, employed by the Institute after 1 January 2013 are members of the Single Public Service Pension Scheme in accordance with Public Sector Pensions (Single Scheme and Other Provisions) Acts 2012. Deductions from staff salaries under the Single Scheme are transferred to the Department of Public Expenditure and Reform on a monthly basis in accordance with the act.

The Single Scheme is the occupational pension scheme for new-entrant public servants hired since 1 January 2013. It is a defined benefit scheme, with retirement benefits based on career-average pay.

The scheme generates pension credits and retirement lump sum credits for each scheme member. These money credits, known as "referable amounts", accrue as percentages of pay on an ongoing basis. The referable amounts accrued each year are revalued annually until retirement in line with inflation increases (Consumer Price Index). The annual pension awarded on retirement is the cumulative total of a scheme member's pension referable amounts, and the retirement lump sum awarded is, similarly, the total of the scheme member's lump sum referable amounts.



# CORK INSTITUTE OF TECHNOLOGY

## Notes to the Financial Statements (continued)

Period Ended 31 December 2020

### 24. Retirement Benefit Costs (continued)

#### Valuation

The valuation used for FRS 102 disclosures has been based on a full actuarial valuation by a qualified independent actuary taking account of the requirements of the FRS in order to assess the scheme liabilities at 31 August 2019. On retirement members' pensions are paid by the National Shared Services Office on behalf of the Department of Further and Higher Education, Research, Innovation and Science and the payments are charged to that Department's appropriation account. Therefore, former employees of the Institute who are in receipt of a pension have been excluded from the valuation. The reduction in the liability arising from members who retired during the period is reflected as an experience gain and is separately identified in the liability reconciliation.

The principal actuarial assumptions used to calculate the components of the defined benefit cost for the Period Ended 31 December 2020 were as follows:

	31 December 2020	31 August 2019
Discount rate	1.00%	0.90%
Salary increases	2.70%	2.55%
Pension increases	2.20%	2.05%
Inflation rate	1.45%	1.30%

The mortality basis adopted allows for improvements in life expectancy over time, so that life expectancy at retirement will depend on the year in which a member attains retirement age (age 65). The number of members in the Scheme and the number of deaths are too small to analyse and produce any meaningful Scheme-specific estimates of future levels of mortality. Average future life expectancy according to the mortality tables used to determine the pension liabilities are:

	31 December 2020	31 August 2019
	Years	Years
Male aged 65	21.8 years	21.7 years
Female aged 65	24.2 years	24.1 years

#### (iii) Analysis of total retirement benefit costs charged to the Statement of Comprehensive Income

	31 December 2020	31 August 2019
	16 months	12 months
	€000's	€000's
Current service cost	33,337	20,750
Interest on retirement benefit scheme liabilities	5,363	7,543
Past Service gain	-	(798)
Employee contributions / (benefits paid)	(5,663)	(4,267)
	<u>33,037</u>	<u>23,228</u>

## CORK INSTITUTE OF TECHNOLOGY

### Notes to the Financial Statements (continued)

Period Ended 31 December 2020

#### 24. Retirement Benefit Costs (continued)

##### *(iv) Movement in net retirement benefit obligations during the financial period*

	31 December 2020	31 August 2019
	16 months	12 months
	€000's	€000's
Net retirement benefit obligation at 1 September	430,257	366,755
Net Current Service Costs	27,674	16,483
Employee Contributions	5,663	4,267
Interest costs	5,363	7,543
Benefits paid in period	-	-
Reduction in pension liabilities arising from retirements in the period	(30,862)	(14,557)
Experience loss /(gain) on liabilities	14,703	(4,211)
Changes in actuarial assumptions	4,991	54,775
Past Service Losses/(Gains)	-	(798)
	<hr/>	<hr/>
Net retirement benefit obligations at 31 December 2020 / 31 August 2019	457,789	430,257
	<hr/>	<hr/>
<b>Split between:</b>		
SPSPS	12,183	6,784
ESS	445,606	423,473

##### *(v) Deferred funding asset for retirement benefits*

The Institute is prescribed in S.I. No 581 of 2012 as a relevant authority for the purposes of the Single Scheme. It is the Institute's opinion (in accordance with Section 44 of the 2012 Act) that any liability in respect of the Single Scheme would be offset by an equivalent asset in respect of future state funding.

The Institute recognises amounts owing from the State for the unfunded deferred liability for retirement benefits relating to the Education Sector Superannuation Scheme 2015 on the basis of the set of assumptions described above and a number of past events. These events include the statutory basis for the establishment of the retirement benefit scheme, and the policy and practice currently in place in relation to funding public service pensions including contributions by employees and the annual estimates process. The Institute has no evidence that this funding policy will not continue to meet such sums in accordance with current practice.

# CORK INSTITUTE OF TECHNOLOGY

## Notes to the Financial Statements (continued)

Period Ended 31 December 2020

### 24. Retirement Benefit Costs (continued)

The net deferred funding for retirement benefits recognised in the Statement of Comprehensive Income was as follows:

	31 December 2020	31 August 2019
	16 months	12 months
	€000's	€000's
Funding recoverable in respect of current year retirement		
Benefit costs	33,037	23,228
Benefits paid in the period	-	-
	33,037	23,228

The deferred funding liabilities for retirement benefit as at 31 December 2020 amounted to €457,789,000.

#### *(vi) History of defined benefits obligations*

	2020	2019
	16 months	12 months
	€000's	€000's
Defined benefit obligations	457,789	430,257
Experience losses/(gains) on defined benefit scheme liabilities	14,703	(4,211)

## **CORK INSTITUTE OF TECHNOLOGY**

### **Notes to the Financial Statements (continued)**

Period Ended 31 December 2020

#### **25. Dissolution of CIT and IT Tralee, and establishment of Munster Technological University (MTU)**

MTU came into being on 01 January 2021 through the merger of Cork Institute of Technology ('CIT') and Institute of Technology Tralee ('ITT'). This was legally affected by ministerial order (SI 568/2020) under the Technological Universities Act 2018 ('the TU Act'). As well as establishing MTU, the ministerial order dissolved CIT and ITT as legal entities.

Under that TU Act all land, other property, rights in or granted over land or other property, work in progress, and pre-existing contractual and other rights and liabilities of CIT and IT Tralee transferred automatically to MTU on 01 January 2021, and any reference to CIT and/or IT Tralee in any agreement or other instrument can be read as MTU as of that date.

The Costs of the MTU project reflected in the accounts amounted to €1.987m.

#### **26. Post Balance Sheet Events**

There were no significant events since the balance sheet date which could have implications for these Financial Statements.

#### **27. Approval of Financial Statements**

The financial statements were approved by the Governing Authority on 3 February 2021.





# NMCI

National Maritime College of Ireland  
Coláiste Náisiúnta Mara na hÉireann



National Maritime College of Ireland



# 7. Other Information

Cork Institute of Technology

- 7.1 News & Events
- 7.2 Campus Development
- 7.3 Safety & Facilities Management
- 7.4 Contact Points



## 7.1 News & Events September 2019 – December 2020

1. On 3 and 4 September 2019, Open Information Evenings for Continuing Education Programmes (weekend and evening courses) were held on the Bishopstown Campus.
2. The Teaching and Learning Unit ran the Tús Maith Seminar Series which was attended by over 150 staff from across the Institute between 4 – 6 September 2019.
3. The Careers Service hosted a 'Get Ready for Careers' talk on 5 September 2019.
4. The Access Service held their first ever Higher Education Access Route (HEAR) Orientation with almost 100 incoming students in attendance between 6 – 10 September 2019.
5. The Cork Operatic Society's 10 Year Celebration Concert was held in the Curtis Auditorium on 7 September 2019.
6. On 10 September 2019, the very first session of a training programme for ELVES, the End-of-Life Vehicle compliance scheme, was hosted by the Department of Process, Energy and Transport Engineering.
7. From 11 September to 18 October 2019, a selection of graduates from CCAD Final Year 2019, including Contemporary Applied Art, Visual Communications, Creative Digital Media, and Fine Art presented their work in the CIT Student Engagement Exhibition titled BOMBARD.
8. The Graduate Residents Exhibition 2019, Unsettle All Things, took place between 12 – 27 September 2019, showcasing the work of award-winning artists Oisín Burke, Eamon Carey, Catherine Callanan, Constance Mc Kenna, Lucy Hyland, Catherine Murray, Anna O Riordan and Bernadette Tuite.
9. VEX Teacher Training for Cork Schools was held in CIT in partnership with Dell Technologies on 13 September 2019.
10. Teachers from all over Ireland attended the inaugural Junior Cycle Science Symposium at CIT on 14 September 2019.
11. On 16 September 2019, restaurateur Neven Maguire carried out filming for his upcoming series, Neven's Seafood Trails, in the NMCI. It will be broadcast on RTE1 in early 2020.
12. The International Office welcomed over 300 international students to CIT on 17 September 2019.
13. The Ethiopian Ambassador paid a visit to CIT on 17 September 2019 and met with the President and the VP for External Affairs.
14. On 18 September 2019, an Information Session on the allocation of Strategic Alignment of Teaching and Learning Enhancement Funding in Higher Education 2019 was held in CIT.
15. As part of their Recruitment Week, the Munster Association of Referees held an evening course in CIT to introduce people to refereeing on 18 and 19 September 2019.
16. Blackrock Castle Observatory held a night of talks, workshops and live astronomy with the Cork Astronomy Club as part of Cork's Culture Night on 20 September 2019.
17. Musical theatre superstar and current leading lady in 'Angela's Ashes' at the Cork Opera House, Jacinta Whyte, chatted about her professional life and career in the Curtis Auditorium, CIT, which was followed by a Q&A session with the audience.
18. On 25 September 2019, the Disability Support Service (DSS) ran a workshop for CIT staff on supporting DSS students.
19. Over 100 companies attended the Careers Fair in the Nexus Hall on 26 September 2019.
20. CIT's Learning Workplace Breakfast took place on 26 September 2019.
21. On 28 September 2019, I WISH received the CAIRDEAS Award at the American Chamber President's Dinner.
22. The Students' Union, as part of Sexual Health & Guidance week, hosted a Tea Consent Party in conjunction with Safe City and The Sexual Violence Centre under the campaign of Ask Consent on 2 October 2019.
23. The Rory Gallagher Theatre hosted a lunchtime gig by 'Granny's Attic' as part of the Cork Folk Festival on 3 October 2019.
24. NMCI hosted a 'Wear Your Green Jersey to Work' Day in aid of Pieta House on 3 October 2019.
25. An information session on QUARTILES, the Teaching & Learning Unit funded project within the Department of Mathematics, was held on 4 October 2019.
26. The CIT Sports Seminar Series kicked off on 7 October 2019.
27. On 8 October 2019, the Disability Support Service facilitated one-to-one sessions between students and DELL on topics such as disabilities and learning differences in the workplace.
28. On 9 October 2019, a significant funding increase for Tertiary Education of €153 million, including a multi-annual programme of €90 million for Technological Universities, was announced. This announcement came as part of the education provisions of Budget 2020.
29. On 10 October 2019, the Irish Medtech Association, (Ibec Group) celebrated the first graduating class of Manufacturing Engineering Apprenticeship (Level 6) with CIT, the Higher Education Authority, and Solas, in Galway.
30. As part of Cyber Security Month, IT Services held a couple of Cyber Security Awareness townhall-style presentations for staff on 10 October 2019.

31. CIT Blackrock Castle Observatory hosted Space Industry Day as part of Space Week Ireland 2019 on 11 October 2019.
32. At the Space Industry Day event at County Hall on 11 October 2019, Cork, Mr Rory Fitzpatrick, CEO of the National Space Centre, and Dr Barry O'Connor, President of Cork Institute of Technology, signed a Memorandum of Understanding to underpin their shared commitment to ensuring Irish companies are primed to exploit the opportunities presented by the New Space Sector.
33. Mark Kilgallon, Strength and Conditioning Coach with the Sydney Swans AFL team, delivered a guest lecture to Recreation and Leisure Management students on 11 October 2019.
34. The next in the series of 'Meet the Professionals', as part of the BA in Musical Theatre, was hosted in Cork School of Music on 11 October 2019 and featured David Shannon, Musical Theatre star.
35. CIT became a member of the first national Women in Sport initiative in Third Level on 11 October 2019. The '20 x 20' is a national movement to create a real and tangible shift in Irish society so that women and girls in sport are seen as valuable and worth celebrating.
36. On 12 October 2019, the Access Service Initiative in collaboration with School of Science & Informatics hosted DojoMór 2019 in CIT targeted to students aged between 7 and 17 years.
37. CIT hosted the second annual Earth and Space Conference, a one-day conference from ESERO Ireland, for Junior Cycle Science Teachers on 12 October 2019.
38. The Teaching & Learning Unit, in collaboration with the Department of Technology Enhanced Learning, hosted a series of short CPD breakfast workshops on 14 October 2019.
39. On 14 October 2019, UX Cork hosted a special Student Edition of UX Cork in CIT. The User Story Mapping Workshop was facilitated by the UI/UX Design Team from Poppulo.
40. On 15 October 2019, Career Options Cork 2019 took place in the Rochestown Park Hotel over 2 days. Over 5,000 prospective students attended.
41. A talk by Maureen Forrest, founder of The Hope Foundation, was held in the James Barry Exhibition Centre on 15 October 2019.
42. A Guest Lecture by Katherine Fitzpatrick, Director of International Relations, Cork Chamber was hosted on the Bishopstown Campus on 15 October 2019. The lecture focused on the Cork Chamber Brexit preparations and how they are advising their members on Brexit.
43. 'Breakfast Links', an informal networking session, was hosted by the Rubicon Centre on 17 October 2019 in order to create links between the Rubicon Centre Companies and the Faculty of Engineering and Science.
44. The School of Humanities and the Arts Office presented the second in the series of CIT Investigates, with a panel discussion followed by a Q&A session on Magdalene Laundries on 17 October 2019. The event was held in the Rory Gallagher Theatre.
45. An Emerald Insight workshop for Business Studies, Marketing & Accountancy lecturers was hosted in CIT on 17 October 2019 and targeted to Business & Humanities Lecturing Staff.
46. CIT Maths Week Ireland was attended by schools from the city and county and took place in the Rory Gallagher Theatre on 17 October 2019.
47. The 2019 Rebel Run a Mile Challenge took place at the Athletics Track on 18 October 2019. This year's event attracted its largest numbers to date with 1,100 participants in the 5k and 10k runs as well as participants from The Down Syndrome Centre Cork.
48. Visitors from the Danang University of Economics visited CIT as part of an Erasmus Plus exchange project on 21 October 2019.
49. Starting on 22 October 2019, the Department of Tourism & Hospitality hosted a two-day Fáilte Ireland Taste of Place Training Programme Workshop in Cork including a luncheon prepared by students with Chef Gary O'Hanlon.
50. The International University of Catalonia, Barcelona visited CIT to explore potential opportunities in establishing new partnerships on 23 October 2019.
51. Stryker, one of the world's leading medical companies, gave a talk in IT1 to final year students on 23 October 2019, to promote their Engineering Graduate positions for 2020.
52. CIT CSM hosted two concerts as part of the Cork Jazz Festival. The Family Jazz Concert, directed by Sarah Dewhurst and CSM Jazz Big Band, directed by Cormac McCarthy, on 26 October 2019.
53. The Finnish Ambassador Ms Raili Lahnalampi of Finland visited CIT to meet with the President and representatives of the Faculty of Engineering & Science on 29 October 2019.
54. Between 31 October and 1 November 2019, the Irish Sound Science and Technology Association Conference was hosted in Cork School of Music.
55. On 1 November 2019, a Collaboration Agreement was signed between CIT and the European Science Engagement Association to commit to hosting the EUSEA Annual Conference in Cork on 16 and 17 April 2020.
56. CIT hosted the O'Boyle Cup Competition for Men's Rugby on 4 November 2019. This was the first time the event was held as a one-day competition and was attended by 7 Colleges plus a CIT team.
57. A Mexican Day of the Dead altar was created in the Main Corridor on Bishopstown Campus by students of Spanish, under the guidance of Ms. Cecilia Gámez Campanella from the Intercultural Education Programme 'Cruzando fronteras' (Crossing Borders) on 5 November 2019. A talk about the significance of this Mexican festivity was held in C170.

58. Honey harvested from the two beehives located on top of the roof was entered into the UK National Honey Show Class 331 (UK National Trust/institution class) and won 1st Prize on 5 November 2019.
59. On 7 November 2019, as part of Science Week, the RS Titan II, Mobile Innovation Experience visited CIT. This Science for Life programme was open to staff and students.
60. On 7 November 2019, the Annual Maritime Careers Event and Open Day took place at the NMCI where representatives from international shipping companies and maritime organisations provided information about careers in the maritime industry.
61. The President officially opened the OMEP Ireland Annual Conference on 9 November 2019, themed 'Relationships Matters & What Matters in Early Years Relationships' in the Bishopstown Campus.
62. The Cork Fleischmann Orchestra performed a 'Save Our Seas' concert in the City Hall on 9 November 2019. The orchestra currently features a number of CIT CSM students, graduates and alumni and some CIT staff in its ranks. Christopher Marwood (Lecturer, Department of Orchestral Studies) was one of two soloists on the night.
63. Representatives from Camosun College, British Columbia, Canada visited CIT to discuss future collaborations on 10 November 2019.
64. David Leisner, Chair of the Guitar department at the Manhattan School of Music, New York visited the CIT Cork School of Music to give a lecture on his new book, *Playing with Ease*, published by Oxford University Press on 11 November 2019.
65. On 11 November 2019, CIT Chaplaincy and ISS held a Spanish Culture Night.
66. As part of the '20x20' campaign, a free Self Defence Seminar was held on 12 November 2019 in the Sports Hall for staff and students.
67. On 13 November 2019, as part of the long-standing visiting speaker series organised by the Department of Applied Social Studies, Dr Paul Doherty, Director of Sli Eile, a social enterprise in the area of mental health, was the guest speaker.
68. CIT Arts Office Steam Award Exhibition entitled SKIN DEEP was held in the James Barry Exhibition Centre from 13 November 2019. The 2019 award recipients were Gemma Harris, Edel Nugent, and Katie Shoer.
69. Between 15 – 16 November 2019, approximately 4,000 visitors attended the Open Day held at the Bishopstown Campus. CIT CSM held their Open Day on 16 November while CIT CCAD held their Open Day on 15 and 16 November.
70. Research Week was held across 5 days between 18 – 22 November 2019 and included a number of information and training sessions, presentations and active discussions to facilitate all in the Research Community, staff and students alike.
71. Dr Cian O'Neill, Head of Department of Sport, Leisure & Childhood Studies, Andrea O'Driscoll, International Office, and Michelle Collins, Department of Marketing & International Business, met President Dr Steven DiSalvo during their visit to the Endicott College campus on 18 November 2019.
72. A student showcase and experiential event took place on 19 November 2019 where marketing students showcased their advertising and promotions campaigns for the athleisure brand Gym+Coffee.
73. Between 20 – 23 November 2019, CIT Cork School of Music Theatre Graduates in Residence, ALSA Productions, performed their show for all ages, *Tall Tail* at Graffiti Theatre, Cork as part of the Everyman Theatre's Family programme.
74. The Faculty of Business and Humanities Awards were held in the Tourism & Hospitality Building on 20 November 2019.
75. A charity Breakfast in aid of Cork Life Centre and Cork Stand Together was hosted by First Year and Third Year Social Care students on 20 November 2019.
76. Presentation of Certificates for CIT's Grub Hub took place on 20 November 2019.
77. Presentation of Certificates to Pfizer staff took place on 21 November 2019.
78. The Annual Remembrance Mass took place on 22 November 2019.
79. On 22 November 2019, seventeen of CIT CSM's students and staff performed with the Army Band 1 Brigade in the CSM Curtis Auditorium.
80. CIT staff attended the Careers Exhibitions events in Waterford, Tralee and Dungarvan on 21 and 22 November 2019.
81. On 22 November 2019, RTE's maritime programme 'Seascapes' featured maritime careers that start at NMCI.
82. Sports Scholarship Awards with guest speaker Rena Buckley took place on 25 November 2019.
83. CIT CCAD Masters in Art & Process 2019 students held their graduate show, PUSH, from 6pm - 9pm with an opening reading by Sarah Hayden, on 28 November 2019.
84. The Faculty of Engineering & Science held an Awards Ceremony for over 60 students on 3 December 2019, and was attended by over 300 people.
85. The Sports Seminar Series hosted a seminar on the topic of 'Nutrition and Performance' on 4 December 2019 with former Munster Rugby Player Jonny Holland.
86. On 5 December 2019, students of the MSc in Marketing Practice Programme hosted a Mental Health Seminar for Transition Year Students. It was organised in conjunction with mental health advocacy duo Da Silly Heads and took place in the Rory Gallagher Theatre.
87. CIT Cork School of Music's 'Meet the Professionals' series hosted a talk on 5 December 2019 by Killian Donnelly on life as a professional in Musical Theatre.
88. From 5 – 18 December 2019, an Exhibition & Charity Sale of a selection of the National Library of Ireland's

- Historic Prints was hosted in the James Barry Exhibition Centre.
89. Cork Institute of Technology celebrated 20 years of Recognition of Prior Learning (RPL) on 9 December 2019. The occasion was marked with the launch of a video and handbook presenting reflections from CIT staff, students, and national and European contributors regarding the impact and future directions of RPL.
  90. The Faculty of Business & Humanities held their Postgraduate Student Research Presentations in the Nimbus Seminar Room on 10 December 2019.
  91. Cork Institute of Technology was delighted to confirm its continuation of its partnership with Endicott College, USA, which facilitates the exchange of students and faculty.
  92. The CIT Choir gave their Annual Christmas performances in the Staff Canteen and Bistro on 11 December 2019.
  93. Students from Scoil Bernadette, St Killians and Holy Family participated in the Inaugural CIT and CSP Schools athletics blitz which was held in the Sports Hall on 11 December 2019.
  94. Afternoon Tea was prepared by 4th Year BA Culinary Arts students for Home Economics Teachers on 11 December 2020.
  95. The Rubicon Centre hosted a Christmas Mini Fair in the Foyer on 11 December 2019.
  96. The SOSI Seminar Series was held on 12 December 2019.
  97. Frankfield Gospel Choir, supported by the CIT Arts Office, held an Evening of Festive Music and Song in the Rory Gallagher Theatre on 16 December 2019 with proceeds going to the Cork Stands Together Charity.
  98. Equality, Diversity and Inclusion (EDI) Week took place between 16 – 20 December 2019.
  99. On 17 December 2019, Cork Institute of Technology was delighted to welcome the announcement by Ministers McHugh and Mitchell O'Connor of €18.75 million in funding for refurbishment works on the CIT Bishopstown Campus.
  100. The GOAL Mile was held on the CIT Track on 25 December 2019.
  101. It was announced on 3 January 2020 that a Cyber Security Professor post specifically for women was approved for CIT.
  102. Between 6 - 10 January 2020, the Teaching & Learning Unit hosted seminars and workshops as part of their Conversations on Teaching & Learning Winter Programme.
  103. The STEM Engineering, Science and Technology Roadshow was hosted in the Student Centre with over 350 attendees on 9 January 2020.
  104. CIT's Mature Student CAO Information Session 2020 was hosted in the Tourism & Hospitality Building on 9 January 2020
  105. The Department of Mathematics hosted a seminar REQUIRED: Research Ethics in Questionnaire design, supported by the TLU, Graduate Studies Office and the Research Office on 10 January 2020.
  106. Cork Institute of Technology and Athletics Ireland were delighted to receive the news on 10 January 2020 that their joint application to the Large-Scale Sports Infrastructural Fund had been successfully awarded €9.22 million to support the development of a new indoor community and high-performance sports facility at CIT.
  107. Between 13 – 17 January 2020, the I WISH Campus Programme was delivered to 80 TY girls by a large team of volunteers led by CIT's female STEM colleagues.
  108. The Sports Seminar Series hosted a seminar on 'Rethinking Stress for Performance' with Joe O'Connor, Exercise Physiology & Performance Nutrition Lecturer, ITT on 15 January 2020.
  109. From 14 – 21 January 2020, the regional finals of the VEX IQ (primary schools) and VEX EDR (secondary schools) robotics competitions were held in the Nexus Centre, with approximately 500 primary school children in attendance, in addition to their parents/guardians and teachers.
  110. A presentation on the Cork Metropolitan Area Transport Strategy (CMATS) was delivered by John Paul Fitzgerald, Technical Director of Transport Planning with Jacobs Engineering on 15 January 2020.
  111. On 16 January 2020, MBA students from Endicott College Boston visited CIT.
  112. On the 18 and 25 January 2020, CIT CSM hosted a course for Primary School Teachers on the Creative Teaching of the Music Curriculum.
  113. On 18 January 2020, CIT hosted one of the 'Operation Transformation Nationwide Walks' which started and finished on the CIT track.
  114. The 3rd Beyond IoT Conference was held in the Melbourn Building with over 500 attendees on 20 January 2020.
  115. Between 21 – 25 January 2020, the latest production from CIT CSM BA in Theatre & Drama Studies Degree, titled 'Earthquakes in London' by Mike Bartlett, and directed by Regina Crowley, was held in the Stack Theatre.
  116. The Centre for Advanced Photonics and Process Analysis (CAPPA) at Cork Institute of Technology (CIT) launched a new EU-funded OPTAPHI project worth over €3.8 million on 21 January 2020. OPTAPHI is a European Double Doctorate Programme on 'Optical sensing using advanced photo-induced effects' and involves five partner institutions across Europe.
  117. On 22 January 2020, Professor T. Russell Hsing, an IEEE Life Fellow and a Fellow of the British Computer Society, gave two lectures in the Nimbus Research Centre on Technology Entrepreneurship and Internet Economics.
  118. As part of the CIT Science4Life January Labs, the Chemistry Lab Workshop was held with students from



- Davis College, Cobh Community School, St Patrick's College, Nagle Community College, North Monastery, and North Presentation in attendance on 22 January 2020.
119. On 23 January 2020, the Board of Cork Midsummer Festival held a meeting in CIT.
  120. On 23 January 2020, musicians from the Norwegian Academy of Music and the Barratt Due Institute gave a performance in CIT CSM.
  121. On 27 January 2020, CIT welcomed a visit from the Indian Ambassador.
  122. From 27 January to 21 February 2020, the Arts Office Environmental Award Exhibition titled 'Ar Scáth a Chéile – in Each Other's Shadow' took place. The Exhibition showcased the work of CIT CCAD BA Hons Fine Art 2019 Graduates: Oisín Osborne, Emma Ryan and Rosalind Spencer.
  123. On 30 January 2020, a Guest Lecture by David Heyes was hosted in the CIT CSM.
  124. It was announced on 31 January 2020 that the MESSO Research at CIT was awarded €220k as part of Science Foundation Ireland's Zero Emissions Challenge to 'Minimise the Environmental Impact of Additive Manufacturing'.
  125. On 31 January 2020, students and staff from Finland, Norway, the Netherlands and Ireland attended a one-week programme titled 'European Creative Futures' to promote business acumen among students.
  126. On 31 January, the Irish Guitar Quartet consisting of CIT Cork School of Music staff members Jerry Creedon and David Keating, Graduate Aengus Kirakowski, and Masters Student Fiona Falvey performed in the Aula Maxima, UCC as part of the UCC Fuaim Series.
  127. Deputy Lord Mayor Cllr Derry Canty attended the Hungary Group of Friends' Annual Celebration at the Nexus Centre on 1 February 2020.
  128. On 2 February, CIT Blackrock Castle Observatory hosted a Junior Space Camp for kids aged 5-7 years old.
  129. The Music at Midday series in the Crawford Art Gallery hosted a performance by pianists David Vesey and Barry Shanahan on 2 February 2020.
  130. On 3 February 2020, the Department of Mathematics hosted a seminar by Prof Güneş Erdoğan from the University of Bath, who presented two short talks: 'Exact and Heuristic Algorithms for the Carrier-Vehicle Traveling Salesman Problem' and 'An Open Source Decision Support System for Facility Location Analysis'.
  131. The Faculty of Engineering & Science launched its STEMinvent initiative in the Council Room on 3 February 2020. This initiative is supported by Indutrade/ESI Technologies.
  132. Cllr Dan Boyle officially launched the Arts Office Environmental Award Exhibition on 5 February in the James Barry Exhibition Centre.
  133. The Careers Service together with the Library and Technology Enhanced Learning hosted a lunchtime briefing on Career Resources on 5 February 2020.
  134. The Hincks Centre for Entrepreneurship Excellence hosted a SilverSME Conference titled 'Business Opportunities linked to Dependent Aging Population' on 7 February 2020.
  135. As part of the Cork Haydn Symphonies 2020 Series, CIT CSM hosted Symphony No. 30 in C ('Alleluja') on 9 February 2020. The orchestra was led by Liz Charleson and was conducted by Dr Geoffrey Spratt.
  136. On 12 February, Alfie Kennedy, award-winning student at CIT CSM, performed a selection of works for solo piano by composers Einojuhani Rautavaara and Debussy in the exhibition space.
  137. The Rubicon Centre held an Open Evening for potential Start-Ups and scaling companies on 12 February 2020.
  138. Library Staff in conjunction with IEEE Staff held a workshop on the use of the IEEE Xplore Digital Library database on 12 February 2020.
  139. The Sports Seminar Series continued with a talk on 'Sleep & Performance' by Dr Giles Warrington on 12 February 2020.
  140. Between 12 – 13 February 2020, the National Finals of the VEX Robotics Competition took place in the Nexus Centre and was attended by approximately 500 students from Donegal, Dundalk, Monaghan, Offaly, Limerick and Cork.
  141. Between 15 – 16 February 2020, the CIT Basketball Club hosted the Freshers Tournament across 2 venues in CIT and Gael Coláiste Mhuire AG. The Men's and Ladies' Basketball teams won the Freshers Plate Champions 2020.
  142. The CIT Energy & Environmental Society hosted 2 talks on the topic of sustainability and climate change, on 18 and 20 February 2020:
    - a. 'The Monster Down the Harbour' by Geoffrey Eastaway in the Student Centre
    - b. 'SDG 13: Climate Action!' by Ibrahim Salou in the Rory Gallagher Theatre
  143. On 18 February 2020, the charity My Canine Companion visited CIT with 5 of their dogs to promote their services for helping children with autism and their families to gain independence and companionship.
  144. Da Silly Heads participated in a seminar on Well Being in the Rory Gallagher Theatre on 18 February 2020.
  145. On 17 and 18 February 2020, a Soccer Camp in partnership with Coerver was held during the Mid-Term break.
  146. On 19 February 2020, the Arts Office hosted a talk in collaboration with Extinction Rebellion Cork titled 'Heading for Extinction (and what to do about it)', in the Rory Gallagher Theatre.
  147. Between 20 -22 February 2020, the CIT Musical Society presented the musical 'Godspell' in the Curtis Auditorium.
  148. On 20 February 2020, the International Students' Society hosted an Asian Culture Night in the Nexus Hall.

149. It was a proud night for CIT Cork School of Music on 23 February 2020 as the stage at the Cork Opera House was filled with alumni, staff members and students in a glorious celebration of contemporary traditional and folk music curated by lecturer Cormac McCarthy.
150. On 24 February 2020, the launch of an exhibition of posters by 3rd Visual Communications for Eating Disorder Awareness Week took place at 46 Grand Parade.
151. On 25 February 2020, the Department of Process, Energy & Transport Engineering hosted an evening lecture on Automotive Forensic Vehicle Fire Investigations with Mr. Liam Cotter, Automotive Engineer.
152. Between 25 – 29 February 2020, the CIT CSM BATDS Third Year students performed 'The Halfpenny Opera' in the Stack Theatre.
153. On 28 February 2020, the Lunchtime Presentation Series continued with a talk by the CIT Biodiversity Group on Biodiversity in Action.
154. An Early Years Arts & Play Education workshop titled 'Paper Play' was delivered by Rachel Doolin and George Hannover, Artists/Educators from the CIT Crawford College of Art & Design on 29 February 2020.
155. On 1 March 2020, CIT CSM in partnership with the Crawford Art Gallery hosted 'Music at Middy' at the Crawford Art Gallery.
156. The CIT Staff Athletics Team hosted the inaugural CIT 5K Road Race conjunction with the Cork Business Houses Athletics Association on 1 March 2020. The race attracted almost 400 runners representing nearly every business and workplace in the County Cork region.
157. The 2nd Annual CIT Empowering Women Festival in celebration of International Women's Day took place in the Nexus Hall on 2 March 2020. The speakers included: Dr Wendy Oke, TeachKloud, Marguerite O'Sullivan DePuy Synthes, Dr Donna O'Shea CIT and Bláithín Keating Dell Technologies.
158. The Marchathon Step Challenge (Annual Smarter Travel Workplaces & Campus Walking Challenge) kicked off on 2 March 2020.
159. Presentation of Culinary Awards took place on 2 March 2020.
160. On 2 and 3 March 2020, CIT Innovation Week took place which included 27 events with over 1,650 participants at the various events. For the first time ever, the events took place on all 4 campuses plus BCO. Some of the events included Speaker Events, Competitions, Workshops, Demonstrations, Exhibitions, Musical Performance, Launch Event and Family Event.
161. On 3 March 2020, the Mayor of Quincy, Boston, Tom Koch, visited CIT as part of a trade mission to focus on Business Development, Education and Tourism connections.
162. On 4 March 2020, the Fulbright Commission in Ireland hosted a Fulbright Information Session in the Boardroom of CCAD.
163. On 4 March 2020, the CIT Registrar, Dr Áine Ní Shé hosted the Opening Reception of 'A drift' by Orla O'Byrne, Winner of the CIT Registrar's Prize 2019. Guest speaker was Dr Michéal Waldron, Assistant Curator of Collections & Special Projects at Crawford Art Gallery.
164. On 5 March 2020, Music Network hosted the Saltarello Trio in CIT CSM.
165. A Garth Knox Masterclass was held in the CIT CSM on 5 March 2020.
166. On 5 March 2020, the Tourism, Hospitality & Culinary Careers Day was hosted in the Tourism & Hospitality Hall.
167. Composer of The Big Shot, Lauren Gaffney hosted a Musical Theatre workshop in the CIT CSM on 6 March 2020.
168. A new record label 'CSM Sounds' was launched at the CIT CSM on 6 March 2020.
169. A Careers Workshop for students in the Arts was hosted in the CIT CSM on 6 March 2020.
170. The Anime & Manga Society hosted Theatre Ghibli in the Rory Gallagher Theatre on 7 March 2020. 3 Studio Ghibli Movies were screened.
171. On 7 March 2020, the Opening Reception of 'Hand' Project was hosted in the Gallery at No.46 Grand Parade and showcased an exchange project between Textiles students from CIT CCAD and Theatre and Performative Studies students from UCC.
172. On 11 March 2020, as part of Seachtain na Gaeilge, a special lunchtime concert was held in the Rory Gallagher Theatre, to celebrate the contribution by our colleague Jim Walsh and retired colleagues Dr Matt Cranitch and Pat Ahern to CIT as an Arts Rich Institute.
173. CIT welcomed a visit from the French Ambassador, Mr Stephane Crouzat, on 11 March 2020.
174. On 24 March 2020, as part of Campus Cycling Week, a lunchtime cycle was held around a circuit in Wilton/ Bishopstown.
175. A Tree Planting Ceremony with Biodiversity Students took place on 25 March 2020.
176. On 27 March 2020, the Department of Arts in Health & Education developed a website Creativity Tonic for wellbeing support during the Covid-19 crisis.
177. CIT Blackrock Castle Observatory (BCO) offered remote Learning and Entertainment Options such as a Daily Astro Challenge and ESERO Ireland Remote Workshops for Tech Week, starting on 27 March 2020.
178. The RÍSAM Awards Ceremony took place on 30 March 2020.
179. CIT staff worked with UCC and industry colleagues to develop PPE components such as facial visors for healthcare workers.
180. On 22 April 2020, the Continuing Education Handbook was launched online.
181. Story? 2020 International Student Documentary Film Festival took place online between 23 – 24 April 2020. The Story? 2020 International Student Documentary Festival is the only international student documentary film festival of its kind in Ireland and it is run in

- association with CIT, CIT Arts Office, CIT Faculty of Business and Humanities, CIT Crawford College of Art and Design, Bank of Ireland, and Cork's 96FM.
182. CIT hosted Question and Answer video sessions online on Instagram Live for prospective CAO students between 27 April and 25 May 2020.
  183. The Student Alumni Ambassador Closing Ceremony took place on 5 May 2020.
  184. On 7 May 2020, CIT BCO and Cork Skeptics hosted a livestream panel discussion on the recent UFO footage released by the Pentagon.
  185. On 11 May 2020, the Rubicon Centre held a New Frontiers Showcase Celebration Week the week commencing 11 May. Videos from their 2019/2020 cohort were shared across their social media channels to celebrate the completion of New Frontiers Phase 2. CIT Alumnus Stephen Wilson Downey of AIP was announced as the winner of the 'Best Business Opportunity' Award.
  186. The Rubicon Centre launched their 'Dial an Expert' initiative on 13 May 2020 to encourage anyone with a potential business idea to contact the Centre.
  187. On 14 May 2020, as part of the CIT Students' Union Exam DeStress Campaign, a special Catchphrase event was hosted online to give students and staff the opportunity to feel connected to others in the CIT Community.
  188. A special Lockdown Quiz event was hosted live on 21 May 2020 as part of the CIT Students' Union Exam DeStress Campaign.
  189. On 26 May 2020, An Taoiseach Leo Varadkar TD, Minister for Education and Skills Joe McHugh TD and Minister of State for Higher Education Mary Mitchell O'Connor TD announced that the consortium of Cork Institute of Technology (CIT) and Institute of Technology Tralee (ITT) would become a Technological University.
  190. On 28 May 2020, as part of CIT Students' Union Exam DeStress Campaign, the Students' Union hosted the Final Catchphrase event live on their Facebook page to celebrate the end of exams/end of year.
  191. On 31 May 2020, a special online edition of Music at Midday featured Ellen and Anna Jansson, piano students of Mary Beattie with a performance of Maurice Ravel's 'Ma mère l'Oye' ('Mother Goose') and Antonín Dvořák's Slavonic Dances, Op. 72: No. 1.
  192. Between 2 – 12 June 2020, information on each exhibitor involved in E-MERGING, the Graduate Exhibition of Art Textile Special Purpose Award at CIT Crawford College of Art and Design 2020 was shared online.
  193. On 2 June 2020, the 3-month Student Inc Programme commenced with 33 students from CIT, IT Tralee and UCC. The programme was delivered virtually to the 33 students who are based across Munster.
  194. On 12 June 2020, CIT CCAD's degree showcase was held online due to the Covid-19 crisis. The Irish Examiner featured an article titled 'Crawford Art Students: Graduating in a time of Covid-19' which focused on 5 final year students and their efforts to submit their final projects while in lockdown: Eve Russell, Blake Blakely, Darren Forde, Lily O'Shea, Sandra Pyka.
  195. On 22 June 2020, the sod was turned on the new CIT/MTU Arena project by Tánaiste and Minister for Foreign Affairs & Trade, Simon Coveney TD. This event marked the commencement of a 2-phase programme which will ultimately see in excess of €22M invested in state-of-the-art sports facilities on the CIT/MTU Bishopstown Campus.
  196. On 1 July 2020, the Careers Service hosted three Wednesday Webinars over the summer months. Guest speakers included Gráinne Bagnall, Founder of All Things STEAM and Headhunter in the Tech arena for over 20 years nationally and internationally.
  197. On 6 July 2020, the Institute Annual Report 2017/18 was released and is available on CIT website.
  198. From 24 July – 28 August 2020, CIT Gallery at No. 46, Grand Parade hosted the Emerge Exhibition as part of Cork Craft Month.
  199. On 25 August 2020, the Clean Technology Centre was involved in compiling the data and the formulation of a new EPA Report showing that Irish greenhouse gas emissions reduced by an estimated 2.5 per cent between March and May as a result of the impact of the lockdown from the Covid-19 pandemic.
  200. On 26 August 2020, the Student Inc. 2020 Showcase was held online due to the Covid-19 pandemic. 30 students registered in CIT, UCC and IT Tralee completed the 13-week full-time programme. Guest Speaker was James Whelton, CoderDojo Co-Founder, IBYE winner and Venture Capital Advisor.
  201. From 27 – 28 August 2020, the Civil Engineering Research in Ireland (CERI) Conference was hosted virtually from CIT.
  202. On 2 September 2020, AnSEO – The Student Engagement Office announced a new pilot 'The Reach Initiative' to create and enhance Presence, Connectedness and Engagement in Learning and Teaching in 2020/21.
  203. On 9 September 2020, a series of online Zoom information webinars regarding part-time evening courses for the 2020-2021 academic year were hosted.
  204. On 11 September 2020, a consortium led by the MeSSO Research Group in CIT, consisting of Teagasc, Met Éireann and the SEAI, launched the national Agricultural Energy Optimisation Platform (AEOP). This realises a decade's worth of high-quality R&D carried out by Dr Michael D. Murphy and Dr Philip Shine of MeSSO Research group.
  205. The annual Tús Maith Programme was launched by Dr Áine Ní Shé, Registrar & VP for Academic Affairs, and Marese Bermingham, Head AnSEO – The Student Engagement Office on 11 September 2020. All information sessions and seminars took place online.
  206. From 14 – 16 September 2020, as part of it@cork's first ever 5-day virtual TechFest, Brian Cahill and Nikos Chalikias, Nimbus Research Centre, gave a workshop on 'IOT as a Technology for your Business'. Dr Gearoid



- O'Suilleabháin contributed to the panel discussion on the Future of Education.
207. On 17 September 2020, the Alumni Podcast Series hosted by two CIT graduates Neasa Murphy and Mary Watson, PR and New Media Class of 2020, was launched to reconnect Alumni to their alma mater, share expertise, and celebrate successes. The first episode included Early Education graduate and founder of TeachKloud, Wendy Oke.
  208. On 18 September 2020, the following Culture Night events in Cork City and County involving CIT students, staff, alumni, campuses and research spaces were held:
    - a. The windows of CIT CCAD @46 Grand Parade were used to project video work by students of the MA in Art & Process.
    - b. BCO held a virtual tour of the Night Sky.
    - c. The photonics researchers at the Centre for Advanced Photonics and Process Analysis (CAPPA) gave a virtual tour of the state-of-the-art labs in the Create building.
    - d. An hour with the Vanbrugh Quartet was held in City Hall and also online.
    - e. Award winning CIT CCAD Fine Art alumnus Stephen Doyle opened a solo exhibition 'NUMB' in the Triskel Arts Centre.
    - f. CIT CCAD Fine Art 2019 graduate Paul Connell premiered a new hand-drawn animation work online as part of the Cork County Council Emerging Solo Visual Artist Award exhibition currently open in the LHQ Gallery at Cork County Hall.
    - g. CIT CCAD Fine Art 2019 graduate Roz Spencer presented an online artist talk, discussing her work Narcissus, which was recently exhibited at the Blackwater Valley Makers Arts Centre, Fermoy.
  209. Under the 2020 Springboard+ and Human Capital Initiatives, CIT secured in excess of €4.5M to provide almost 800 course places for those who are seeking to reskill or upskill.
  210. From 24 September – 2 October 2020, during challenging restrictions due to the Covid-19 Pandemic, over 2,500 students from all four campuses were registered on the Bishopstown campus.
  211. CIT was delighted to announce on 24 September 2020 that funding was secured from Science Foundation Ireland (SFI) for research into barrier masks to tackle the ongoing COVID-19 pandemic.
  212. From 28 September – 2 October 2020, the Croíneamh exhibition was hosted at the Gallery, 46 Grand Parade.
  213. On 5 October 2020, the Arts Office and CIT CCAD, supported by the Teaching & Learning Unit, launched art(ist)FILM 2020 in conjunction with the IndieCork Film Festival and featured two programmes of experimental short films by students and graduates of art colleges in Ireland and abroad.
  214. From 5 – 10 October 2020, the following Student Societies held their first online meetings: Comedy Society, Mature Students, Indian Society, Anime & Manga Society, CIT LGBT, Christian Union Society, 3D Design Society, Alexander Technique Society, Enactus CIT, and Yoga.
  215. From 6 – 8 October 2020, Space Week was marked in Blackrock Castle Observatory and included various events such as 'Is there life on Venus' with Dr Niall Smith, Head of Research, Frances McCarthy, Education Officer and Astronomer, and special guest Dr Eamonn Culligan, Department of Biological Sciences.
  216. On 7 October 2020, the final Shared Learning Event for My Town, My Plan Community Training Programme was held online and showcased the learning and vision from participating groups from Carrigaline, Cobh, Midleton and Youghal. The programme was delivered by the Hincks Centre and funded by SECAD through the Leader Programme.
  217. €6,293 was raised during Rag Week in October 2020. Beneficiaries included Edel House, Cork Penny Dinners and Cork Stand Together.
  218. On 7 October 2020, MTU was awarded €8.25 million from the Technological University Transformation Fund (TUTF), for the development of MTU.
  219. On 15 October 2020, the CIT Careers Fair, hosted by GraduateLand was held online and included exhibits from a range of Irish SMEs, Multinational and Internationally based employers.
  220. From 15 October – 20 November 2020, Seminar 1 of The Thinking about Assessment Seminar Series, sponsored by the National Forum for the Enhancement of Teaching and Learning in Higher Education was held. The seminar was titled Alternative and Authentic Assessment Strategies and presented by Dr Eileen O'Leary, Physical Sciences & TLU and Prof Jim O'Mahony, Biological Sciences & TLU.
  221. On 16 October 2020, the annual SURE (Science Undergraduate Research Experience) Network Conference took place online and was co-hosted by CIT, TU Dublin and GMIT. Minister for Further and Higher Education, Research, Innovation and Science, Simon Harris, T.D. gave the Welcome address. The programme included keynote speakers including CIT Alumna Mary Good (COO American Chamber of Commerce, Ireland).
  222. On 19 October 2020, the first segment of the Students' Union Sexual Health and Guidance peer-led campaign commenced with a series of webinars/workshops.
  223. Between 21 – 22 October 2020, to coincide with National Academic Integrity Week 2020, Library staff hosted workshops on Referencing Skills & Plagiarism for undergraduate students.
  224. On 21 October 2020, the Students' Union and President Barry O'Connor raised the Pride Flag to celebrate Pride Week 2020.
  225. From 24 October 2020, coordination of DojoMór was held online from 10am-1pm for children aged from 7-17 to learn how to code games, websites, electronic kits and more. Almost 10,000 children participated.

226. From 26 October – 20 November 2020, the Arts Office in partnership with Science for Life- Access Service presented *Balancing Relationships* by artist Helen O'Shea (MA by Research) as part of a STEAM collaboration for Science Week 2020. It was hosted in the James Barry Exhibition Centre.
227. On 29 October 2020, the first of 3 online seminars from Spectrum Life devoted to mental health and wellbeing was held for staff.
228. On 30 October 2020, Research teams with expertise in areas such as cybersecurity, telecommunications and quantum communications in CIT and WIT have come together to form the Society, Economy and Environment (SEE) Space network. Formal Memo of Understanding was signed.
229. Through the Government-funded Human Capital Initiative (HCI), Cork Institute of Technology (CIT) and collaborating higher education institutions, secured in the region of €30 million to address priority skills needs in cybersecurity, work-based and lifelong learning, new models of engineering education, the health and life science industry sector, and investment fund management in October 2020.
230. On 3 November 2020, Ciarán McCarthy, a mariner, barrister-at-law and lecturer from the NMCI, gave an online talk on Ballycotton's ghost ship M.V. Alta. The event was co-hosted by the Cork Branches of the Institute of Marine Engineers Science and Technology (IMarEST) and Engineers Ireland.
231. On 4 November 2020, the CIT Trad Society streamed the first of a series of online concerts on Wednesdays at 6pm.
232. On 4 November 2020, the Marketing Society hosted a guest talk by Monica Buckley, Director & Co-founder of The Fresh Fish Deli.
233. On 6 November 2020, an online training session facilitated by Celine Griffin of Sexuality Insights on Consent was hosted.
234. On 7 November 2020, members of the 'Early Childhood Education & Care/Montessori Education' Team from the Department of Sport, Leisure & Childhood Studies (SLCS), in their role as Executive Committee Members of OMEP Ireland (Organisation Mondiale pour l'Éducation Préscolaire), hosted the OMEP Ireland Annual Conference, themed '2020 vision for EYE'. The conference was Chaired by Dr Judith Butler, President of OMEP Ireland, SCLS, and the discussion was facilitated by SLCS Staff Members, Dr Frances Clerkin (Vice President, OMEP Ireland) SLCS, Dr Annie Cummins (Hon. Sec., OMEP Ireland) and Dr Wendy Oke (CEO, Teachkloud and CIT PhD Graduate).
235. On 8 November 2020, in support of the initiative launched by the Intersex Mapping Project at DCU, CIT CCAD's gallery at NO. 46 Grand Parade was one of 70 buildings in Ireland that turned purple as a show of solidarity for Ireland's intersex community.
236. Between 9 – 12 November 2020, The Students' Union's Positive Mind and Body Campaign commenced with an interactive series of webinars and workshops:
- Monday 9 November, Eric Marah, CIT Sports Office & EM Fitness Owner – Staying Fit to Remain Mentally Strong!
  - Tuesday 10 November, Darragh Flemming, Author and Promoter of Positive Mental Health – Personal Responsibility and Mental Health.
  - Wednesday 11 November, Rob Heffernan, World Champion and Olympic Medallist - Stay Positive, A Chat with a five-time Olympian. Sponsored and Supported by the Bank of Ireland.
  - Thursday 12 November, Silly Heads - Stigma is Silly (interactive animation and real stories).
237. On 10 November 2020, the CIT Joint Mentorship Programme Induction was held virtually.
238. On 11 November 2020, the Spectrum.Life Autumn/Winter Wellbeing Series continued with a Live Webinar: *Managing Change as a Parent*. Other Webinars hosted during November include *Your Daily Home Workout* and *Practising Mindfulness*.
239. On 12 November 2020, an online webinar on Covid-19 was provided by Dr Deirdre O'Brien, Consultant Microbiologist, Mercy University Hospital and South Infirmary Victoria University Hospital.
240. A seminar funded by the National Forum for the Enhancement of Teaching and Learning in Higher Education titled 'Working on Reflection - Supporting Students to Reflect on Work Placement' was held on 12 November 2020. It was presented by Dr Jenny Moon, Visiting Fellow, Centre for Excellence in Media Practice, Bournemouth University.
241. On 12 November 2020, it@cork in association with CloudCIX and CIT hosted an informative webinar on Hashes, Keys and Certificates. The Panel included Vincent Ryan, Senior Lecturer at CIT.
242. A Consortium Agreement between CIT and the Irish Cattle Breeding Federation Society Ltd was signed on 12 November 2020.
243. Between 16 – 26 November 2020, the CIT Open Fortnight featured 23 virtual events for prospective students.
244. On 16 November 2020, the Rubicon Centre, and Cork County Council hosted a web-based seminar targeting entrepreneurs and owners of SMEs considering growing their business to the next level. It featured Prof Joe Haslam, Executive Director of the Owners Scale up Programme at the IE Business School in Madrid.
245. Between 16 November and 13 December 2020, the Sports Office hosted Winter Wellness KM Challenge to help motivate staff members to increase their daily activity.

246. On 17 November 2020, the Department of Sport, Leisure & Childhood Studies in conjunction with Movement & Skill Acquisition Ireland hosted their penultimate webinar in the *Women who have changed the Discussion* series. Guest speaker was Mel Marshall, coach to Adam Peaty, European, World and Olympic champion in breaststroke and current world-record holder.
247. From 19 – 21 November 2020, the SciFest 2020 Virtual National Final took place online. Special guest speakers at the Launch on 19 November included Maya Ajmera, President and CEO at Society for Science & the Public and Publisher of Science News in the US, and Prof Shane O'Mara from the Trinity Institute of Neurosciences. STEM-related talks and presentations included an update on Covid-19 from Prof Luke O'Neill, Trinity College Dublin, and an interview with Nobel Laureate, Prof William C. Campbell by Dr Claire O'Connell. The Awards Ceremony took place on 21 November.
248. On 20 November 2020, the Teaching & Learning Unit hosted a lunchtime webinar titled *Digesting New Ideas* around Assessment, Academic Integrity and Feedback.
249. It was announced on 10 December 2020 that Professor Maggie Cusack was to be appointed the President of Munster Technological University (MTU).

## 7.2 Campus Development

### 1. ARENA



#### Description:

The Arena multi-purpose building is a 3,500sqm building incorporating a full 8-court sports hall; a large cardio/weights gym; changing facilities; and a number of multi-functional/project rooms.

#### Project Status:

The project went to tender in 2019 and a Main Contractor was appointed in 2020 with a start on site date of June 2020. The expected completion date is October 2021 but this will be pushed out due to Covid-19.

### 2. LSSIF High-Performance Athletics Centre (Arena Phase 2)



#### Description:

Application made to the Department of Transport, Tourism & Sport by Athletics Ireland and CIT for funding under the Large-Scale Sport Infrastructure Fund (LSSIF) for a High-Performance Athletics Centre (extension to the CIT Arena) and resurfacing of the outdoor running track.

#### Project Status:

Funding of €9.22m was announced in Jan 2020. The funding is subject to approval by the Dept. on the Preliminary Business Case submitted by CIT in October 2020. Currently awaiting response.

### 3. LRC LEARNING RESOURCE CENTRE



#### Description:

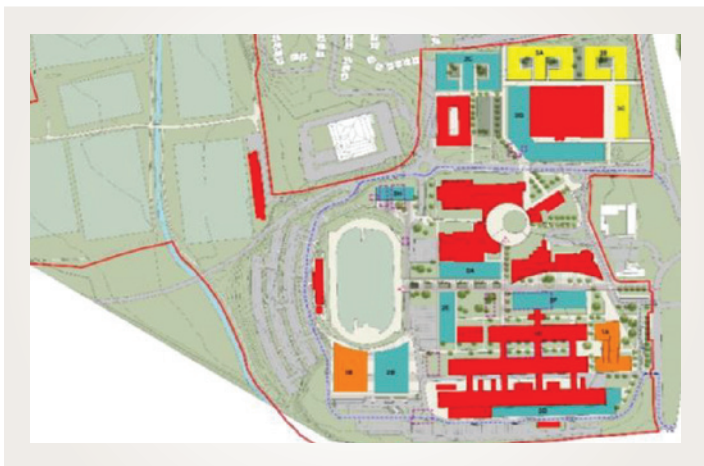
The proposed building is a 6,750sqm standalone building consisting of lecture rooms, classrooms, seminar rooms, learning café, study spaces and offices, located between Rossa Avenue and the Main Building.

#### Project Status:

The project was approved for inclusion in Bundle 1 of the 3<sup>rd</sup> level Public-Private Partnership (PPP) in October 2017. The project went to tender in Q3 2020 and is due to start on site Q4 2021.



#### 4. CAMPUS MASTERPLAN REVIEW AND UPDATE



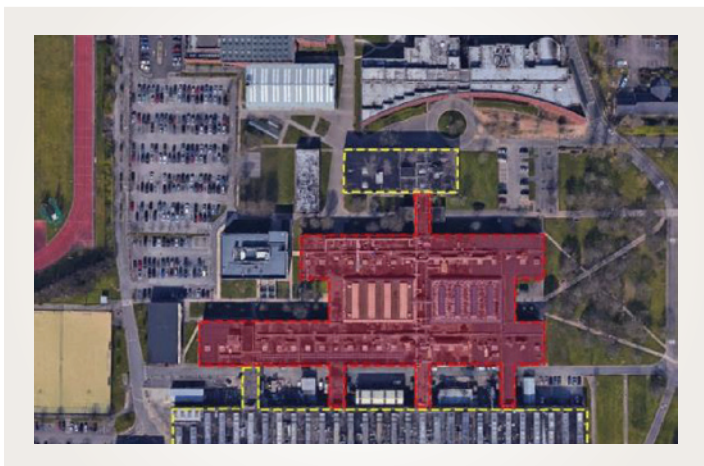
**Description:**

Reddy Architecture was appointed to carry out a review of the masterplan and map out the strategic options available for physical development of the Institute for the next 10 years including a review of the parking and commuter plan.

**Project Status:**

The final masterplan was presented to Governing Body in November 2019.

#### 5. 1974 BUILDING: PHASE 3 ROOF UPGRADE WORKS



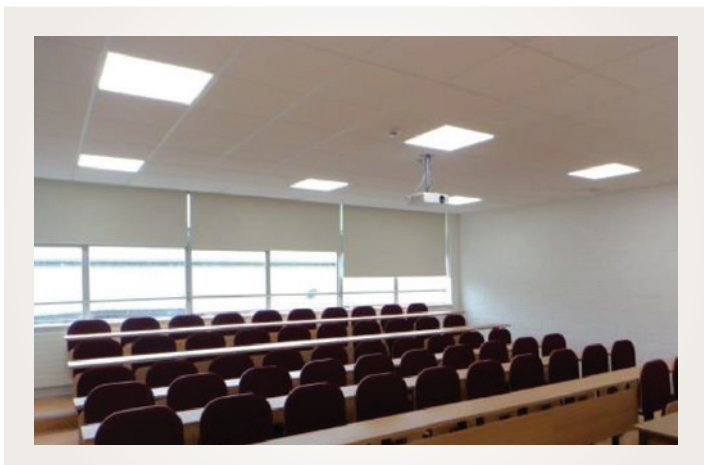
**Description:**

The project involves the upgrade of Phase 3 of the 1974 Building roof. The roof is over 40 years old and requires a full replacement. Phase 1 was replaced in 2014, and Phase 2 in 2019 and Phase 3 in 2020, at this stage 60% of the roof completed.

**Project Status:**

Phase 3 complete in 2020.

#### 6. 1974 BUILDING: VARIOUS ROOM UPGRADES



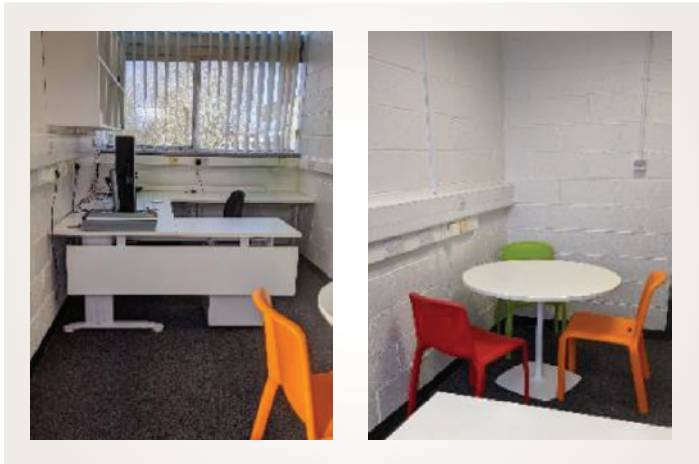
**Description:**

- The project includes the following:
- Classroom upgrades with fixed seating (7 no.)
  - Fire door upgrade (15 no.)
  - Refurb of 5 No. toilets: A122L, A162L, A182L, C148X & D144.
  - C136 Computer Lab upgrade

**Project Status:**

Work carried out during Summer 2020, completed by September 2020.

## 7. VARIOUS OFFICE UPGRADE



### Description:

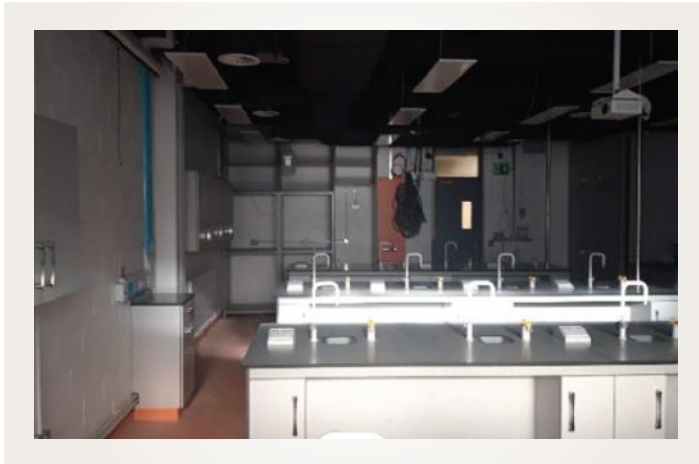
The project consisted of a refurbishment of 15 separate offices around the Bishopstown Campus:

- G Block: G2.2, G2.4, G2.8, G2.9, G2.10, G2.13 & G2.15.
- Melbourn Building: J151, J113
- 1974 Building: A226L, B227L, C244L, C163 & C163X

### Project Status:

Work carried out between January 2020 and October 2020.

## 8. VARIOUS LAB UPGRADES C BLOCK



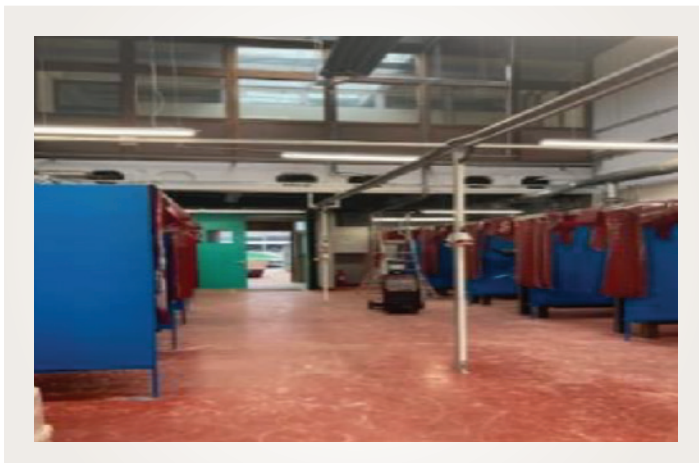
### Description:

The project consisted of the refurbishment of a number of Science labs: C243, C252, C144/148 and a PC lab: C229. C148 was a former PC lab repurposed to a Science lab.

### Project Status:

Work carried out during summer 2020 and was due for completion in November 2020 but completion has been delayed due to Covid-19. Expected completion date March 2021.

## 9. A BLOCK METAL WORKSHOP UPGRADES



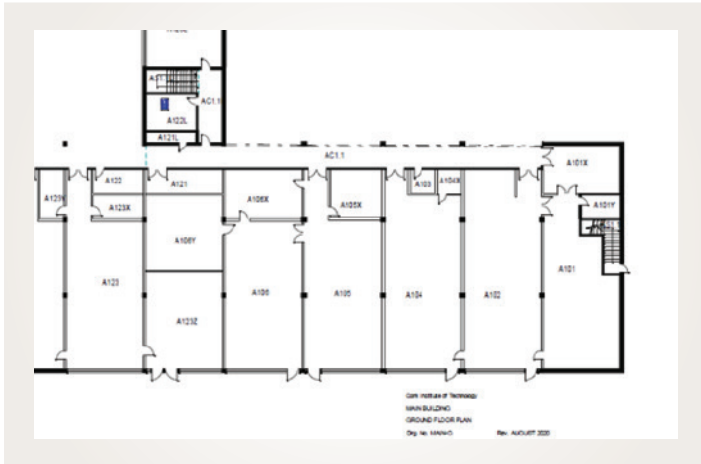
### Description:

The project consisted of a full internal refurbishment of Metal Workshops A142, A143, A144 and A145. The work included mechanical, electrical and builders work.

### Project Status:

Work carried out during Summer 2020. Work in A145 has been awarded but not carried out yet.

10. A BLOCK CARPENTRY WORKSHOP UPGRADES



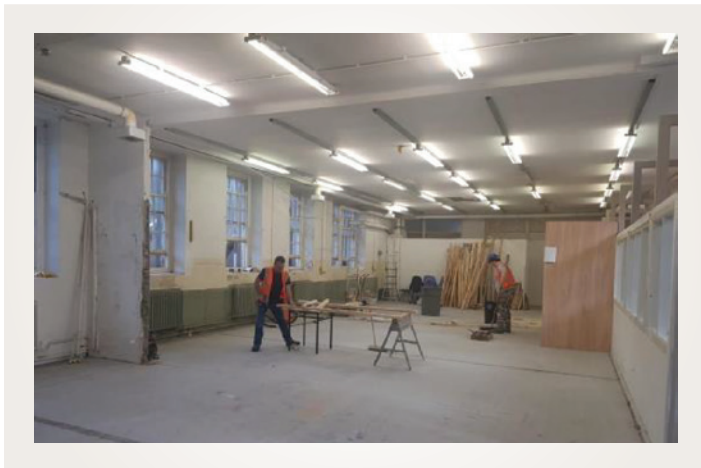
**Description:**

The project will consist of a full refurbishment and internal alterations to Carpentry Workshop and Support Room (A101 and A102). Works include mechanical, electrical and builders work within this space.

**Project Status:**

Feasibility Assessment and design development documentation is underway for this project. Depending on the outcome of the feasibility works will be scheduled to take place in 2021.

11. Crawford College of Art & Design Studio Renovation



**Description:**

Renovation and remodeling of student paint studios including restoration and conservation of original windows & heating systems.

**Project Status:**

Two studios completed and ongoing works to remaining studios.



## 7.3 Health & Safety (H&S) Management

Between September 1<sup>st</sup> 2019 and December 31<sup>st</sup> 2020, several significant health and safety projects were progressed and an additional number were tendered or commenced. Arrangements to prevent the spread of Covid-19 within the Institute became the primary focus of attention. Allocation of resources, both physical and material were critical to the successful management of safety and business continuity within the Institute.

### Health and Safety Projects and Response

#### NMCI Audit

A comprehensive NMCI Safety Review was undertaken by ARUP under the direction of the CIT H&S Officer. This has created a new momentum which has resulted in the review and completion of many historical legacy issues that existed at the facility with the formation of a new oversight group which consists of representatives from CIT, Dept of Engineering & Science and the National Development Finance Agency (NDFA). The ARUP NMCI safety review process had provided the catalyst with which to action the PPP Co. and FM Co. to give closure to these legacy and unavailability issues. ARUP also secured the e-tender to formalise the closure of their initial audit findings, ensure continuity and oversee completion of findings and recommendations.

#### NMCI Audit Findings and Recommendations

A new Health & Safety resource was allocated to the NMCI for a period of 18-24 months to work in tandem with the current PPP Contract Minister's Delegate and the NDFA resource who are now operating out of the NMCI 3 days a week to ensure this new momentum is capitalised upon. The Client Liaison group has also been restructured to include both the PPP Co and FM Co. There is a specific focus on PPP Co and FM Co. to improve the day-to-day operations and to rectify the latent defects issues. MTU will take ownership of the facility in 2028/29 when the PPP contract expires and strategic preparations will now be put in place to ensure the handover is successful for MTU.

#### Emergency Preparedness and Response

CIT Emergency Preparedness and Response Processes were further developed throughout Semester 1 of 2019, the purpose of which was to oversee the formation of CIT's Emergency Planning Group which was set up with key management and staff members to prepare for any potential emergency/incident that might occur on any campus and to protect the people, property, environment and reputation of the Institute. A location for a command and control centre was selected in the Administration Building of the Bishopstown Campus and a programme of works to upgrade this facility commenced. A tender process was undertaken to enable the purchase of radios and communications equipment. The purpose of which is to enhance on-campus connectivity, inter-campus communications and a man-down and man-overboard (for NMCI) capability within radios. These arrangements are recognised as essential components of the overall emergency plan.

#### Covid-19 Emergency

The planning and strategic focus of this group certainly prepared the Institute for what was to subsequently emerge with the Covid-19 crisis in March of 2020. The group found itself in the fortunate position of being well established and positioned to display leadership and take control of the rapidly evolving situation that unfolded for the remainder of Semester 2.

#### Covid Operations Team and Sub Groups

Once the initial stages of the crisis had passed, it was decided to form a dedicated **Covid-19 Operations Team** to be led by the Vice-President for Finance and Administration, in order to prepare, plan and work towards the implementation of a series of phased actions which would enable the Institute to work towards re-opening with a Return to Campus (RTC) Plan supported by a pre-requisite programme of Supplementary Covid-19 Risk Assessment, Self-declaration Form, Return to Campus Induction training programme and enhanced cleaning schedules all of which were established to ensure the Institute could re-open and operate safely for students, staff, contractors and visitors as appropriate.

Many sub-groups were formed within this Operations Team to ensure ongoing success. Groups including but not limited to procurement, academic delivery, student engagement, communications and infection control were established. The communications team set up a dedicated email support helpdesk for staff and students, accessed via the [covid19@cit.ie](mailto:covid19@cit.ie) email address. Information was also available via a dedicated Covid-19 Information Portal <https://covid19.cit.ie/> which provided updates on everchanging information relating to the pandemic, virus, public and personal health recommendations and supports.

## Infection Control Team

The Infection Control Team drew together a group of subject matter experts to review existing cleaning procedures and arrangements, investigate methodologies and substances promoted and offered as potential solutions to ensure control of the virus and delivery of enhanced cleaning schedules. The group also conducted research on the types of face coverings available on the market at that time and the level of protection they offered along with the comfort and fit of each type of face covering. The group also advised on selection and procurement of supplies of PPE considered essential for groups operating within the Institute such as Nurses, Emergency Response Teams, First Aiders, Lecturers and Students. The team also made recommendations to the main Covid-19 Operations Team on the mandation of mask wearing in all indoor areas with the exception of single occupancy spaces along with the proviso that face shields were not an acceptable substitute for masks. The Institute proceeded with this advice and were ahead of many colleges and industries. This safety initiative, providing some complementary and additional subsidised supplies through retail outlets on campuses was fully embraced by both staff and students and it is fair to say that his measure went a long way towards the prevention of the spread of the virus within the Institute and the continuity of delivery of practical learning throughout Semester 1.

## Additional Supports

Supports were drawn from throughout the Institute. The support of the Student Services Company has proven itself invaluable. Staff were redeployed to resource the centre for distribution of return to campus safety packs, additional cleaning materials for personal work spaces and to act as "Covid Compliance Officers" who proved to be one of the real success stories of achieving compliance and controlling the potential for the spread of the virus.

## Employee Representation

Employee Representatives were appointed and guided by the Institute Lead Employee Representative. The process of engagement and co-operation was also very positive, effective and efficient and the thanks of the Institute is extended to this group of volunteer employees who took up the responsibility of undertaking daily checks and reports to ensure the safety of the place of work and learning for all.

## Covid Sickness Management

A Covid-Sickness Management Team was set up to pro-actively manage any potential cases of illness related to Corona Virus and to attempt to determine the source of infection so as to prevent the potential introduction and/or spread of the virus on campuses. This team was initially led by the Safety Officer and was subsequently supported with additional administrative assistance, without this help the success of this ambitious programme of support for staff and students would not have succeeded, especially through the months of October, November and December 2020. A positive working relationship was established with HSE Public Health Officials and continues to this day. It has proven to be very beneficial in the fight against the spread of Corona Virus within the Institute. Additional supports for students that were ill were also provided, including provision of shopping, collection of prescriptions and delivery of prepared meals from the Tourism and Hospitality Department. All were very much appreciated and our thanks are extended to the department for this support. A more permanent resource has been recruited and trained and is a very welcome addition to the Safety Team who work very closely with Public Health Officials and report back to the Covid Operations Team outlining trends and challenges. To date, this co-ordinated approach has been very successful and will undoubtedly be required to provide ongoing support for the foreseeable future.

## Chemical Safety Initiative

Diphoterine stations were purchased for use throughout the Institute. Diphoterine is an emergency rinsing solution used to treat splashes of chemicals. Its rapid use in case of contact between the skin or eye is proven to quickly eliminate the residual chemical and prevent serious injury by significantly reducing the effects of skin or eye contact with chemicals. These are a most welcome addition to the main campus and the constituent colleges, 2 kits have been provided for CCAD, 1 for NMCI and 11 for Bishopstown Campus and 1 for Blackrock Castle Observatory. A comprehensive Diphoterine training programme was incorporated into the Chemical Emergency planning of Institute Emergency Plan (IEP). The initiative was undertaken in 2019-20. To date 35 staff members have been trained and a large open training session for students was planned for Semester 2 (2019-20) but unfortunately the unforeseen circumstances of the impact of the Covid-19 virus curtailed and cut short the training programme.

## After Hours First Aid Response

A tender to procure first aid response services for activities carried out outside normal hours at CIT (after 5pm weekdays, Saturdays) when the voluntary Emergency Response Team was completed and awarded to Code Blue.

## Automated External Defibrillators (AED's)

Automated External Defibrillators (AED's) were purchased and installed to replace older models and to support emergency plans and ensure adequacy of facilities. An additional AED, complete with replica Telephone Box was donated to the Institute and was installed in a central location close to the Gym Building on the Bishopstown campus. A locator map was also prepared to assist with locating other devices, should an emergency occur.

## Volunteer First Aid Response

Numbers of volunteers in the First Aid Emergency Response Team increased and additional training was provided. Currently within the 18-member strong Bishopstown team, there are 3 Emergency Medical Technicians, 10 Emergency First Responders and 5 First Aid Responders. An additional 6 First Aid Responders were trained in CSM and CCAD responders will be retrained in 2021.

## Management of Asbestos

A full survey of CIT's building areas was completed to determine the presence or otherwise of Asbestos Containing Materials in all buildings. The completed surveys and reports were issued and an Asbestos Management Plan will be developed early in 2021.

## Explosion Protection Risk Assessment

A risk assessment of all areas at CIT with potential of explosion was undertaken. Remedial works to mitigate any risk identified have commenced in order of priority. Work to complete an Explosion Protection Document is currently ongoing.

## Safety Tours

The President and the Health and Safety Officer undertook a series of Safety Tours which highlighted many positive health and safety developments throughout the Institute. The tours provided an opportunity for the President and students to discuss matters relating to safety and to identify both strengths and opportunities for improvement. The President's support in this initiative is central to the further development of a culture of safety which we work so hard to establish, resource and enhance.

## Fire Marshalls and Wardens

Fire Warden and Fire Marshall Recruitment & Training and Emergency Evacuation Exercises - A recruitment drive to engage staff to volunteer as new Fire Wardens and Fire Marshalls and a programme of training and Emergency Evacuation exercises at the Bishopstown Campus were also undertaken. Successful simultaneous evacuation of 3 buildings – CREATE, G Block and the Student Centre were undertaken along with several large-scale simultaneous emergency evacuation drills across E, F, H Blocks and the Tourism Building and at the 1974 Building, Blocks A, B, C and D. Appreciation for the voluntary efforts of the Fire Marshalls and Fire Wardens who are gathered from across a diverse range of staff at CIT along with the co-operation of lecturing staff was noted, especially in ensuring the safety of students through an orderly and timely exit of these buildings during the fire drill exercises.

## Additional Information

- The Institute hosted an inaugural Voluntary Emergency Services Day 4 April 2019
- An upgrade of the Electrical Workshops to enhance safety in A-Block was completed.
- An upgrade to the Metal Fabrication Workshop and external storage areas at CCAD to enhance safety of the work environment commenced.
- A programme to enhance risk assessments in relation to sports facilities, activities and Recreation and Leisure related educational activities has commenced and is progressing well.
- A member of staff undertaking a Higher Diploma in Occupational Health and Safety is currently mentored by the Health and Safety Team two days per week.

## CIT Accidents / Incidents from Sept 2019 – Dec 2020

A total of 39 accidents were reported of which 15 were classed as First Aid Box (FAB). These are minor accidents which were treated at the scene with no further action required i.e.: sterile dressing applied to a small wound or Watergel applied to a minor burn. There were also 25 incidents reported, these would be described as Medical related events or Near Misses where no injury occurred.

Trends indicate housekeeping issues within welding booths and sports activities. An increase in the number of students sustaining cut and laceration injuries within the Tourism and Hospitality Department is disappointing. The injuries represent in excess of 80 % of the injuries sustained in the first two months of Semester 1 2019 and 2020. A root and branch investigation and review of risk assessments and procedures has been undertaken to determine if this trend can be reversed.

## Accident/Incident Statistics (01/09/2019 - 31/12/2020)

Month 2019 and 2020	Accidents	First Aids Box (FAB) Included with Accidents)	HSA reportable	Incidents (medical events- near miss)	Potentially Life Threatening	Ambulance Callouts	ERT Callouts
September/19	9	2	1	5	0	0	5
October 2019	6	2	0	7	0	0	7
November/19	2	1	0	2	0	0	2
December/19	2	1	1	1	0	1	2
January 2020	0	0	0	1	0	0	2
February 2020	2	0	0	2	0	0	0
March 2020	2	0	2	3	0	2	3
April 2020	0	0	0	0	0	0	0
May 2020	0	0	0	0	0	0	0
June 2020	0	0	0	0	0	0	0
July 2020	0	0	0	0	0	0	0
August 2020	0	0	0	1	0	0	0
September/20	14	7	1	1	0	0	2
October/20	0	1	0	1	1	0	0
November/20	2	1	1	1	0	0	2
December/20	0	0	0	0	0	0	0
<b>TOTAL</b>	<b>39</b>	<b>15</b>	<b>6</b>	<b>25</b>	<b>1</b>	<b>3</b>	<b>25</b>

### CIT Safety Committee:

Safety Committee meetings were held as scheduled throughout the period, except where Public Health Guidelines prevented meetings. Investigations are currently under way to determine if all committee members can access Teams remotely.

## 7.4 Contact Points

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**Note:**

Every effort has been made to ensure that the information herein is accurate. The Institute does not accept any liability for any error contained herein.

E&OE

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