

Dún Laoghaire Institute of Art, Design & Technology

Annual Report 2017/18





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1 Chairperson's Statement

David Holohan

On behalf of the Governing Body, I am pleased to present the annual report for the academic year 2017–2018.

The Governing Body welcomed the inclusion of a new building as part of its overall Campus Master Plan, in the planned capital commitments announced by the Government in October 2017. This new building will provide much needed educational facilities for the Institute.

The Governing Body adopted the Code of Governance for Institutes of Technology 2018 as developed by THEA. This Code sets the benchmark standards for governance in Institutes of Technology. I am confident that IADT will continue to demonstrate a strong level of compliance with its governance requirements. I wish to thank all of the individuals across the sector for their part in developing this Code.

In March 2018, the Technological Universities Act was signed into law. While there are some elements of this legislation which apply to the Institute, the Act itself sets far reaching changes to the higher education landscape in Ireland with the establishment of a new type of University.

I wish to acknowledge the work, support and commitment of my fellow Governing Body members during the year.

Finally, I wish to thank the staff of the Institute for their commitment and dedication to the Institute and I wish to congratulate them on their achievements during the year.

David Holohan
Chairperson



President's Statement

Dr Annie Doona

The academic year 2017/18 was another successful one for IADT.

During this period we commenced the development of our new Strategic Plan 2019-2023, with Mazars being awarded the tender to work with us on the Strategic Plan. The external consultation with staff, students, graduates and stakeholders has provided invaluable insights and information which will help us develop our future, and strengthen our position as a specialist institute within the higher education sector.

2018 also saw the commencement of our application for Athena SWAN Bronze Award - further evidence of our continuing and passionate commitment to gender equality and diversity.

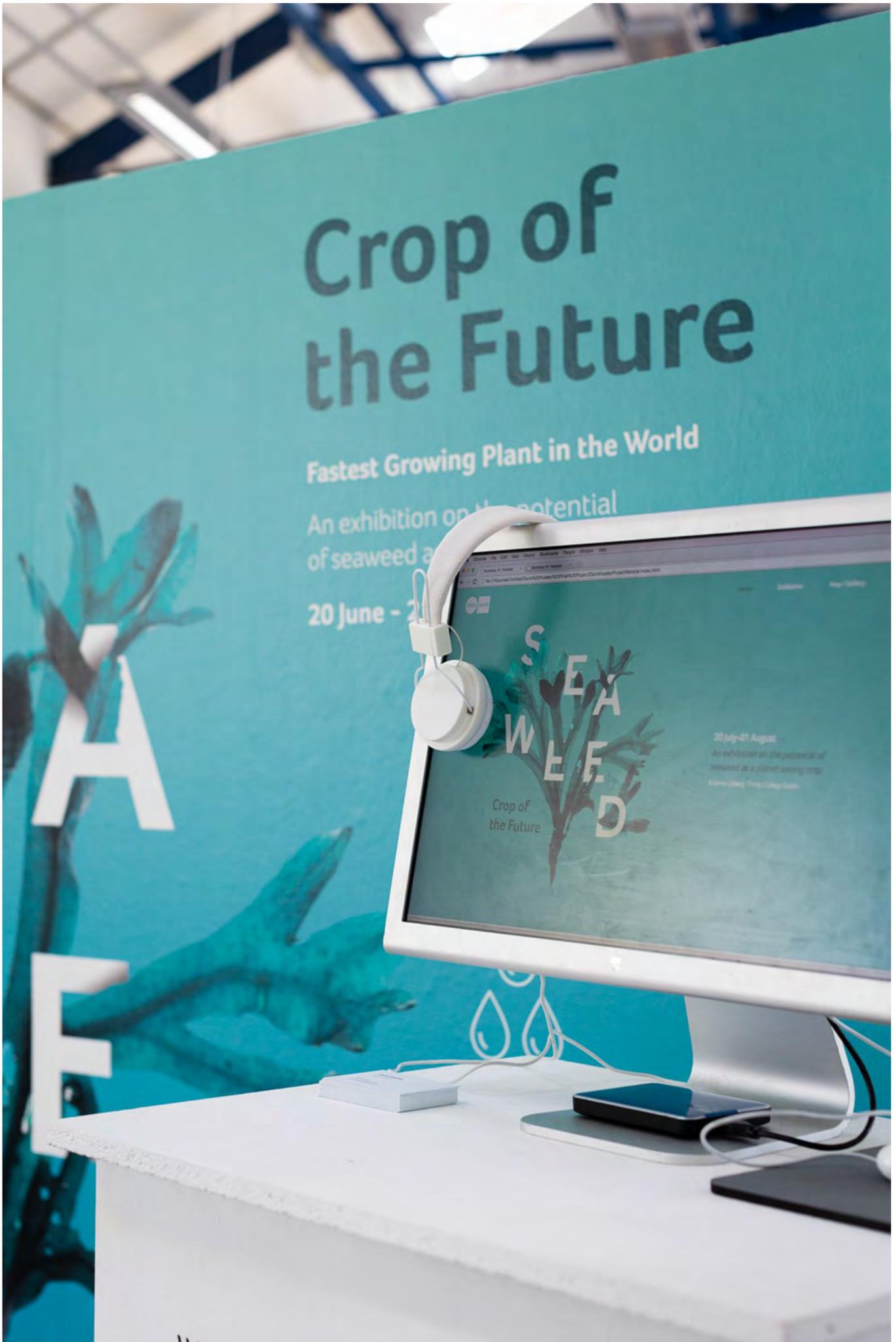
The Institute's international work continued to develop with the development of a Joint Masters in Animation with Sheridan College, Ontario; continued growth in our Erasmus partnerships and projects with students and projects with countries including: Russia, Armenia and the Ukraine. The first of the cohorts from George Brown College in Toronto joined us in September 2017 to undertake the MA in Interdisciplinary Design Strategies.

During the academic year 2017/18, our research and innovation work continued to develop, with many Media Cube companies winning awards and bursaries. Our Young Women in Film & Television project, with Dún Laoghaire Rathdown County Council, won the Best Small Sponsorship Award at the Allianz Business to Arts Awards in September 2017.

Our staff continued to provide excellent programmes and support, and to win awards, exhibit their work, publish and be called on as experts in their fields. Our students continued to win awards and prizes and to achieve recognition for their work both as undergraduates and graduates.

The Honorary Fellow Awards entered their fourth year during this period, with awards going to Bobby Kerr (Entrepreneur and Businessman) and Consolata Boyle (Costume Designer).

Dr Annie Doona
President



2 Introduction

2.1 Establishment of Institute

Dún Laoghaire College of Art and Design, a constituent college of Dún Laoghaire VEC, was granted autonomous status in accordance with the provisions of the Regional Technical Colleges Acts, 1992-1994 with effect from 1 April 1997 by Niamh Bhreathnach T.D., Minister for Education. The College changed its name by Ministerial Order to Dún Laoghaire Institute of Art, Design and Technology with effect from 8 January, 1998.

2.2 Institute's Vision and Values

IADT is a leader in higher education with a specialist focus on the development of future makers and shapers, technologists, thinkers, storytellers and creators who lead and innovate in a changing digital world.

The Institute's core values are as follows:

- Valuing our Students
- Excellence
- A Supportive Environment
- Valuing our Staff
- Academic Freedom
- Equality and Diversity
- Social Responsibility, Integrity & Ethics
- Communities of Practice

2.3 IADT Strategic Plan 2016-2018

On 3rd December 2014, Heather Humphreys, Minister for Arts, Heritage and the Gaeltacht, launched IADT's Strategic Plan 2014-2018. The Plan highlights the importance of strengthening links between further education and higher education to widen access opportunities and support for students from disadvantaged backgrounds, mature students and those with learning difficulties and disabilities.

In January 2018, a tender process for consultancy services to support the development of IADT's new Strategic Plan was undertaken through the Office of Government Procurement, with Mazars being the successful tenderer. During the academic year 2017/18, both internal and external consultations took place around IADT's Strategic Plan 2019–2023, including consultations with a range of external stakeholders and partners as well as with students and graduates. In addition, Mazars carried out a review of targets from the last Strategic Plan 2014-2018. Consultation meetings took place with the Executive Team on 23rd May 2018 and with the Governing Body on 13th June 2018.

2.4 Equality and Diversity

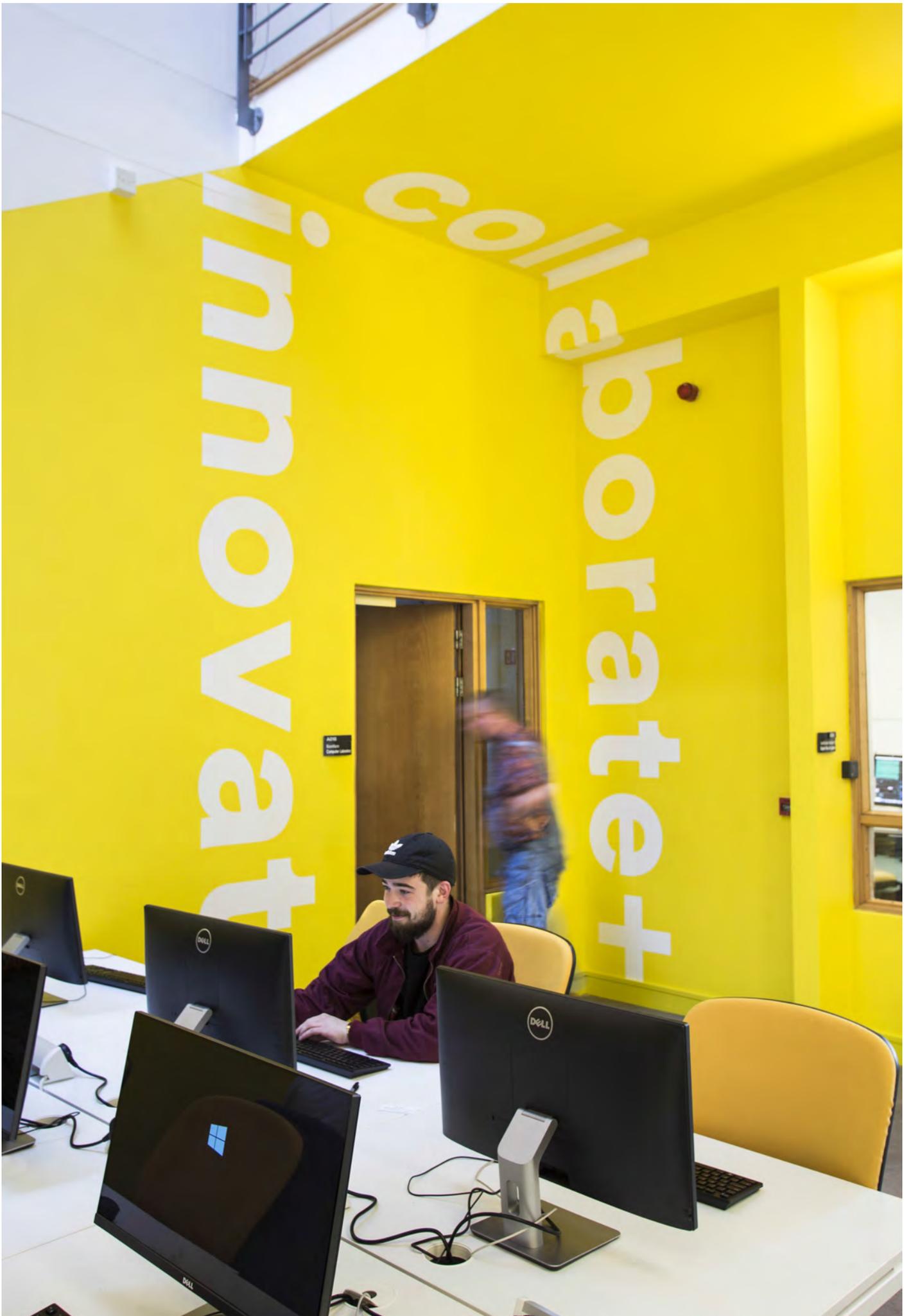
2.4.1 Athena SWAN Ireland

In April 2017, the Dún Laoghaire Institute of Art, Design and Technology successfully applied for membership of the Athena SWAN Ireland programme and is now working towards an

application for Bronze Award status. The Higher Education Authority (HEA) has recommended that all higher education institutions should achieve an Athena SWAN award within 3 years and that research-funding agencies should require HEIs to have attained a bronze Athena SWAN award within 3 years and a silver award within 7 years in order to be eligible for funding. During the academic year 2017/18, an Athena SWAN Self-Assessment Team was established for the preparation of the Institute's Athena SWAN Bronze Award Application. The Self-Assessment Team was chaired by Dr Andrew Power, Registrar and Vice President for Equality and Diversity.

2.4.2 Equity of Opportunity

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



3 Governance

3.1 Governing Body

The sixth Governing Body of Dún Laoghaire Institute of Art, Design and Technology was appointed by the Minister for Education and Skills for a five-year term from 1st April 2016. The two student representatives are appointed for a period of one year up to 30th June each year. The Governing Body met on 9 occasions in the period 1st September 2017 to 31st August 2018.

Governing Body Membership & Meetings Attended

Mr. David Holohan	Chairperson	9
Dr Annie Doona	President	9
Cllr. Sorcha Nic Cormaic	DDLETB	5
Cllr. Barry Saul	DDLETB	2
Cllr. Barry Ward	DDLETB	6
Mr. Tom Taylor	DDLETB	6
Dr Fionnuala Anderson	DDLETB	9
Ms. Áine O'Sullivan	KWETB	4
Mr. Kieron Connolly	ICTU	4
Ms. Aoife Ruane	The Arts Council	2
Ms. Maeve McConnon	IDA Ireland	9
Ms. Helen Cullinane	Houghton Mifflin Harcourt (<i>resigned 13th June 2018</i>)	2
Ms. Marie Carroll	Southside Partnership	8
Mr. John McDonnell	Screen Ireland (formerly known as Irish Film Board)	9
Mr. Joachim Pietsch	Academic Staff	9
Ms. Fiona McLoughlin	Academic Staff	4
Ms. Celine Blacow	Staff Member (other than Academic)	7

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

Mr. Andrew Martin	From 1st July 2017 to 30th June 2018 *	4
Ms. Helen Moynihan	From 1st July 2017 to 30th June 2018	5
Mr. Anthony Dunne	From 1st July 2018 to 30th June 2019	N/A
Ms. Chloe Power	From 1st July 2018 to 30th June 2019	N/A

* Resigned on 4th May 2018

The Governing Body operates in accordance with the IoT Acts 1992 to 2016 as amended and, in particular, in accordance with the Second Schedule to the Acts.

The Governing Body adopted the Code of Governance for Institutes of Technology 2018 on 10th January 2018. The Governing Body operates in accordance with the Code.

The Governing Body adopted Standing Orders on 1st September 2010, which were updated in January 2018 and the Board operates in accordance with these Standing Orders.

The Governing Body meets on a monthly basis up to ten times per annum and meets outside the schedule of meetings whenever required. The following is the list of meetings in the period 1st September 2017 to 31st August 2018:

Date of Meeting	Number of Members in Attendance
6th September 2017	12
4th October 2017	11
1st November 2017	12
13th December 2017	14
10th January 2018	14
7th February 2018	13
21st March 2018	14
2nd May 2018	12
13th June 2018	12

In accordance with the Second Schedule to the Acts, the quorum for a meeting of the Governing Body is 6. There were no scheduled meetings of the Governing Body which were declared to be inquorate during the period.

The Governing Body carries out its Reserved Functions in accordance with Section 21A of the Acts by resolution of the Governing Body. A list of Reserved Functions is set out in the Code of Governance of Institutes of Technology 2018.

The Governing Body endeavours to reach its decisions by means of consensus agreement. Where this is not possible, the Governing Body reaches its decisions by a majority of the votes of the members present and voting on the question, in accordance with the Second Schedule to the Acts.

A Register of all decisions made by the Governing Body is maintained in the Institute.

In accordance with Section 21B of the Acts, any function that is not a Reserved Function is an Executive Function and all Executive Functions are performed by the President, or by Members of Staff of the Institute to whom such Functions have been formally delegated by the President.

The Governing Body has established the following Committees and these Committees operate in accordance with the Terms of Reference agreed by the Governing Body:

- Audit & Risk Committee (see Section 2.5)
- Academic Council (see Section 3)



3.2 Audit & Risk Committee of Governing Body

The Audit Committee was first established by the Governing Body at its meeting of 5th November, 2003. With effect from September 2017, the Committee was renamed as the Audit & Risk Committee.

Under the Code of Practice for the Governance of State Bodies as amended for Institutes of Technology (the Code), the Committee is required to meet at least four times a year. During the period, 1st September 2017 and 31st August 2018, the Committee met on 4 occasions: 13th September 2017, 13th December 2017, 21st March, 2018 and 29th May, 2018.

Audit & Risk Committee membership and meetings attended to 31st August 2018

Dr Fionnuala Anderson (Chairperson)	4
Ms. Marie Carroll	4
Mr. Kieron Connolly	3
Ms. Maeve McConnon	4

3.3 Governing Body Fees and Expenses

Members of the Governing Body are not eligible for fees in their capacity as Governing Body members. Members of the Governing Body may be eligible for fees and expenses where they preside on interview boards, in accordance with the letter dated 17th October 2011 from the Department of Public Expenditure and Reform.

In the period 1st September 2017 to 31st August 2018, the following fees and expenses were paid:

Fees paid to Governing Body members for Attendance & Participation

Member	Fees/Expenses
Mr. David Holohan	Nil / €933
Dr Annie Doona	Nil / Nil
Clr. Sorcha Nic Cormaic	Nil / Nil
Clr. Barry Saul	Nil / Nil
Clr. Barry Ward	Nil / Nil
Mr. Tom Taylor	Nil / Nil
Dr Fionnuala Anderson	Nil / Nil
Ms. Áine O’Sullivan	Nil / Nil
Mr. Kieron Connolly	Nil / Nil
Ms. Aoife Ruane	Nil / Nil
Ms. Maeve McConnon	Nil / Nil
Ms. Helen Cullinane	Nil / Nil
Ms. Marie Carroll	Nil / Nil
Mr. John McDonnell	Nil / Nil
Mr. Joachim Pietsch	Nil / Nil
Ms. Fiona McLoughlin	Nil / Nil
Ms. Celine Blacow	Nil / Nil
Mr. Andrew Martin	Nil / Nil
Mr. Helen Moynihan	Nil / Nil
Mr. Anthony Dunne	Nil / Nil
Ms. Chloe Power	Nil / Nil

Payments made to the following Governing Body members for Interview Panel Fees & Expenses

Member	Fees/Expenses
Mr. David Holohan	Nil / Nil
Dr Annie Doona	Nil / Nil
Clr. Sorcha Nic Cormaic	Nil / Nil
Clr. Barry Saul	Nil / Nil
Clr. Barry Ward	€285 / Nil
Mr. Tom Taylor	Nil / Nil

Members	Fees/Expenses
Dr Fionnuala Anderson	Nil / Nil
Ms. Áine O’Sullivan	Nil / Nil
Mr. Kieron Connolly	Nil / Nil
Ms. Aoife Ruane	Nil / Nil
Ms. Maeve McConnon	Nil / Nil
Ms. Helen Cullinane	Nil / Nil
Ms. Marie Carroll	Nil / Nil
Mr. John McDonnell	€1,710/ €73
Mr. Joachim Pietsch	Nil / Nil
Ms. Fiona McLoughlin	Nil / Nil
Ms. Celine Blacow	Nil / Nil
Mr. Neil Kavanagh	Nil / Nil
Ms. Alice Hartigan	Nil / Nil
Ms. Helen Moynihan	Nil / Nil
Mr. Andrew Martin	Nil / Nil

3.4 Senior Staff as at 31st August 2018

IADT senior staff members as at 31st August 2018 are listed below:

Name	Title
Dr Annie Doona	President
Dr Andrew Power	Registrar and V.P. for Equality & Diversity
Bernard Mullarkey	Secretary/Financial Controller
Jessica Fuller	Head of Creative Engagement
David Smith	Head of Faculty of Film, Art & Creative Technologies

Dr Josephine Browne	Head of Faculty of Enterprise & Humanities
David Doyle	Academic Administration & Student Affairs Manager
Grace Weldon	Estates & Facilities Manager
Conor Logan	Finance Manager
Ann Marie Phelan	Enterprise & Innovation Manager
Liam Doona	Head of Dept. of Design & Visual Arts
Rónán Ó Muirthile	Head of Dept. of Film & Media
Dr Hilary Kenna	Head of Dept. of Technology & Psychology
Dr Therese Moylan	Head of Dept. of Entrepreneurship
Dr Kevin Wallace	Head of Dept. of Humanities & Arts Management
Dr Mark Riordan	Head of Dept. of Strategic & Postgraduate Development
Niamh Clifford	Human Resource Manager (Acting)
Colm Hennessy	I.T. Manager
Deirdre Judge	Librarian
Denise McMorrow	Student Experience Manager



4 Academic & Student Matters

4.1 Academic Council

The Academic Council is appointed by Governing Body for a three-year term. The Academic Council meets on a monthly basis throughout the academic year and the quorum is fifty per cent of membership. A proposal to renew the Academic Council membership and structure was approved by Governing Body on 4th November, 2015. Changes to the membership of the various sub-Committees were also approved.

The Academic Council has established a number of Sub-Committees as follows:

- Academic Planning, Co-ordination and Review Committee
- Programme Validation Committee
- Quality Enhancement Committee
- Research & Development Committee
- Student Experience Committee
- Teaching & Learning Committee

The membership of the Academic Council as at 31st August 2018 is as follows:

Ex Officio Members of Academic Council

Dr Annie Doona	President & Chair
Dr Andrew Power	Registrar & V.P. for Equality & Diversity
Jessica Fuller	Head of Creative Engagement
Dr Josephine Browne	Head of Faculty of Enterprise & Humanities
David Smith	Head of Faculty of Film, Art & Creative Technologies
David Doyle	Academic Administration & Student Affairs Manager
Denise McMorrow	Student Experience Manager
Anthony Dunne	Students' Union (SU) President

Elected Members of Academic Council

Rónán Ó Muirthile	Head of Dept. of Film & Media
Paul Comiskey	Faculty of Film, Art & Creative Technologies
Dr Sinead Hogan	Faculty of Film, Art & Creative Technologies
Deirdre O'Toole	Faculty of Film, Art & Creative Technologies (p/t attendance)
David Quin	Head of Faculty of Film, Art & Creative Technologies
Dr Kevin Wallace	Head of Dept. of Humanities & Arts Management
Dr Díóg O'Connell	Faculty of Enterprise & Humanities
Dr Caitriona Kirby	Faculty of Enterprise & Humanities
Catherine Cronin	Faculty of Enterprise & Humanities
Dr Sarah Balen	Faculty of Enterprise & Humanities
Sorcha Carey	SU Education Officer
Rachel Sarsfield	Student Body Representative
Jason Coulter	Student Body Representative

4.2 Academic Governance

Under the Qualifications and Quality Assurance (Education and Training) Act, 2012, IADT has degree awarding powers for programmes of the National Qualifications Framework (NFQ) as follows:

Level 6 – Advanced/Higher Certificate (2006)

Level 7 – Ordinary Bachelors Degree (2006)

Level 8 – Higher Bachelors Degree/Higher Diploma (2006)

Level 9 – Taught Masters/Postgraduate Diploma (2011)

Level 9 – Masters by Research (2017)

These powers were granted under Delegation of Authority from the Higher Education and Training Awards Council (HETAC) and were transferred under Quality and Qualifications Ireland (QQI), as established under the 2012 Act (see www.qqi.ie). IADT is required to undertake a detailed formal review of the Institute and its programmes through the Programmatic Review process – the criteria for this review is set out by the QQI. During the Programmatic Review process, each programme is reviewed internally and subsequently 'revalidated' by an independent expert panel - the year of the most recent revalidation review is provided for each programme. Programmatic Reviews of Level 9 Programmes for both Faculties took place in June 2018.

4.3 Approved Courses

Outlined below is IADT's course offering for 2017/18 of full-time and part-time undergraduate, and postgraduate courses, along with details of when the courses were last validated:

4.3.1 Full-Time Courses—2017/2018

Faculty of Enterprise & Humanities

Course Title	Validated
Bachelor of Arts (Hons) in Cultural Enterprise	April 2015
Bachelor of Arts (Hons) in English, Media & Cultural Studies	April 2015
Bachelor of Arts (Hons) in New Media Studies	April 2015
Bachelor of Business in Applied Entrepreneurship	April 2015
Bachelor of Business (Hons) in Entrepreneurship & Management	April 2015
Bachelor of Business (Hons) in Entrepreneurship (Add-on)	

Faculty of Film, Art & Creative Technologies

Course Title	Validated
Bachelor of Arts in Creative Music Production	May 2014
Bachelor of Engineering in Audio Visual Media Technology	March 2010
Bachelor of Arts (Hons) in Animation	June 2014

Course Title	Validated
Bachelor of Arts (Hons) in Art	November 2014
Bachelor of Arts (Hons) in Creative Music Production	March 2017
Bachelor of Arts (Hons) in Design for Stage & Screen – Character Make-up Design – Costume Design – Production Design	November 2014
Bachelor of Arts (Hons) in Film & Television Production	November 2014
Bachelor of Arts (Hons) in 3D Design, Model Making & Digital Art	November 2015
Bachelor of Arts (Hons) in Photography	November 2014
Bachelor of Arts (Hons) in Visual Communication Design	October 2014
Bachelor of Science (Hons) in Applied Psychology	May 2014
Bachelor of Science (Hons) in Computing in Multimedia Systems/ Web Engineering	March 2010
Bachelor of Science (Hons) in Computing in Multimedia Systems/ Web Engineering (Add-on)	March 2010
Bachelor of Science (Hons) in Creative Media Technologies	November 2014
Bachelor of Science (Hons) in Creative Computing	October 2014



4.3.2 Postgraduate Courses—2017/2018

Course Title	Validated
Master of Arts in Art & Research Collaboration	June 2018
Master of Arts in Interdisciplinary Design Strategies	June 2018
Master of Arts in Broadcast Production for Radio & Television	June 2018
Master of Arts in Creative Production & Screen Finance	June 2018
Master of Arts in Screenwriting for Film & Television	June 2018
Master of Business in Digital Entrepreneurship	June 2018
Master of Science in Cyberpsychology	June 2018
Master of Science in User Experience Design	June 2018
Postgraduate Diploma in Cultural Event Management	June 2018
Postgraduate Diploma in Business in Digital Entrepreneurship	June 2018
Postgraduate Diploma in User Experience Design	September 2016

4.3.3 Special Purpose Awards— 2017/2018

Course Title	Validated
Certificate in Applied Digital Business	June 2017
Certificate in Critical Research: Foundations, Futures & Skills	June 2018

Course Title	Validated
Certificate in Cyberpsychology	June 2018
Certificate in Data Visualisation	June 2015
Certificate in Design Thinking	June 2018
Certificate in Fundamentals of User Experience Design	June 2018
Certificate in Sports Psychology	June 2018

4.3.4 Masters Degrees by Research Courses

IADT offers a number of Masters degrees by Research in a variety of disciplines including Entrepreneurship, Humanities, Creative Arts and Psychology.

4.3.5 New Course Approvals – 2017/18

Bachelor of Business in Digital Marketing & Sales (June 2018)

4.4 External Examiners

External Examiners appointed for each programme for the academic year 2017/2018 are outlined below:

4.4.1 Faculty of Enterprise & Humanities—External Examiners 2017/2018

Bachelor of Business in Applied Entrepreneurship

Dr Cedric Chau

Dr Tom Egan

Dr Ian Heywood

Dr Patricia Medcalf

Ms. Ruth Vance Lee

Bachelor of Arts (Hons) in Arts Management

Dr Cedric Chau

Mr. Nicholas Eade

Dr Tom Egan

Dr Patricia Medcalf

Bachelor of Arts (Hons) in English, Media & Cultural Studies

Dr Jennie Carlston

Dr Anne Mulhall

Dr Ian Walsh

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

Dr Cedric Chau

Dr Tom Egan

Dr Ian Heywood

Dr Patricia Medcalf

Ms. Ruth Vance Lee

Bachelor of Business (Hons) in Entrepreneurship & Management

Dr Cedric Chau

Dr Tom Egan

Dr Ian Heywood

Dr Patricia Medcalf

Ms. Ruth Vance Lee

Master of Business in Digital Entrepreneurship

Dr Tom Egan

Dr Ian Heywood

Postgraduate Diploma in Cultural Event Management

Mr. Nicholas Eade

4.4.1 Faculty of Film, Art & Creative Technologies —
External Examiners 2017/2018

Bachelor of Arts in Creative Music Production

Mr. Neil O'Connor

**Bachelor of Science in Computing in Multimedia
Programming**

Dr Kenneth Dawson-Howe

Dr Cathy Ennis

Bachelor of Arts (Hons) in Animation

Dr Angela Stukator

Mr. Tom Walsh

Bachelor of Arts (Hons) in Art

Dr Ed Krcma

Ms. Sarah Searson

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

Mr. Joseph McBrinn

Mr. Ashley Shairp

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

Mr. Joseph McBrinn

Mr. Ashley Shairp

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

Mr. Joseph McBrinn

Mr. Ashley Shairp

**Bachelor of Arts (Hons) in Film & Television
Production**

Dr Ruth Barton

Mr. Hilmar Oddsson

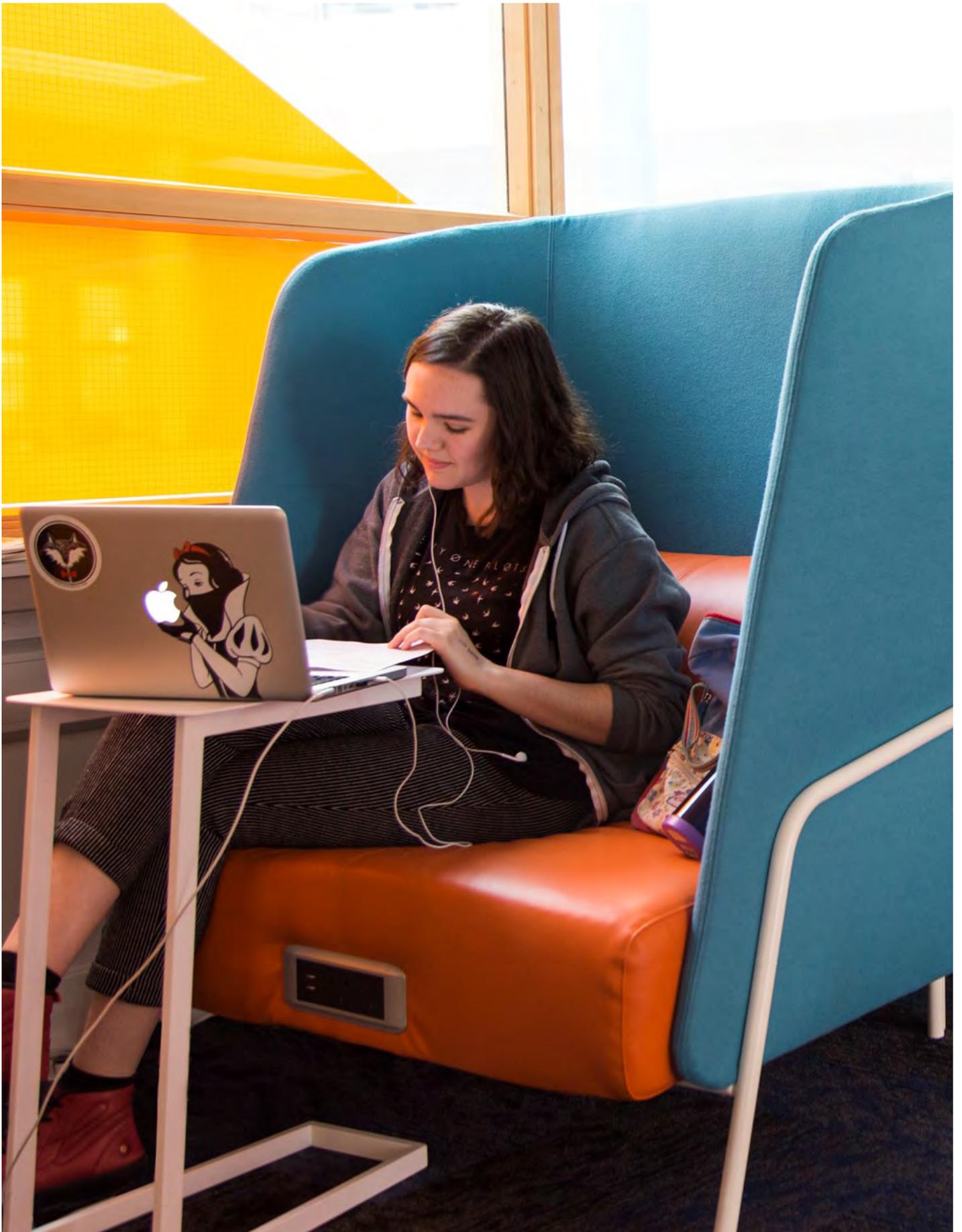
Bachelor of Arts (Hons) in New Media Studies

Dr Jennie Carlston

Bachelor of Arts (Hons) in Photography

Ms. Ruth Blee Luxembourg

Prof Mette Sandbye



4.4.1 Faculty of Film, Art & Creative Technologies —
External Examiners 2017/2018 (Cont'd.)

**Bachelor of Arts (Hons) in 3D Design, Modelmaking
& Digital Art**

Mr. Tony Shaw

Mr. Tom Walsh

**Bachelor of Arts (Hons) in Visual Communication
Design**

Ms. Liza Enebeis

Dr Bharain Mac an Bhreithiún

Bachelor of Arts (Hons) in Applied Psychology

Dr Duncan Brumby

Prof Rachel Msetfi

**Bachelor of Science (Hons) in Computing in Multi-
media Systems/Web Engineering**

Dr Kenneth Dawson-Howe

Dr Cathy Ennis

**Bachelor of Science (Hons) in Computing in Multi-
media Systems/Web Engineering (1 yr. add-on)**

Dr Kenneth Dawson-Howe

Dr Cathy Ennis

Bachelor of Science (Hons) in Creative Computing

Dr Kenneth Dawson-Howe

Dr Cathy Ennis

**Bachelor of Science (Hons) in Creative Media
Technologies**

Dr Anthony Grennan

Prof Tomas Ward

Master of Arts in Art & Research Collaboration

Dr Georgina Jackson

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

Dr Pat Brereton

Ms. Vanessa Gildea

Mr. Liam O'Brien

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

Mr. Oscar Van Heek

4.5. Student Numbers 2017/18

4.5.1 Student Numbers by Discipline 2017/18

	1st Years	Other Years	Total
BA in Creative Music Production	32	81	113
BBus in Applied Entrepreneurship	45	73	118
BEng in Audio Visual Media Technology	0	4	4
BA (Hons) in Animation	21	102	123
BA (Hons) in Art	49	120	169
BA (Hons) in Arts Management	41	83	124
BA (Hons) in Creative Music Production	0	14	14
BA (Hons) in Design for Stage & Screen—Costume Design	12	28	40
BA (Hons) in Design for Stage & Screen—Character Makeup Design	12	31	43
BA (Hons) in Design for Stage & Screen—Production Design	7	28	35
BA (Hons) in English, Media & Cultural Studies	45	158	203
BA (Hons) in Film & Television Production	34	99	133
BA (Hons) in New Media Studies	36	0	36
BA (Hons) in Photography	30	55	85
BA (Hons) in 3D Design, Modelmaking & Digital Art	37	79	116
BA (Hons) in Visual Communication Design	30	89	119
BSc (Hons) in Applied Psychology	61	162	223
BSc (Hons) in Computing in Multimedia Systems/Web Engineering	0	21	21
BSc (Hons) in Computing in Multimedia Systems/Web Engineering (Add-on)	0	6	6
BSc (Hons) in Creative Computing	48	77	125
BSc (Hons) in Creative Media Technologies	25	52	77

4.5.1 Student Numbers by Discipline 2017/18 (Cont'd.)

	1st Years	Other Years	Total
BBus (Hons) in Entrepreneurship (Add-on F/T & P/T)	0	43	43
BBus (Hons) in Entrepreneurship & Management	36	101	137
MA in Art & Research Collaboration	0	19	19
MA in Broadcast Production for Radio & Television	0	14	14
MA in Cinematography (Erasmus Mundus Joint MA)	0	20	20
MA in Creative Production & Screen Finance	0	6	6
MA in Interdisciplinary Design Strategies	0	28	28
MA in Screenwriting for Film & Television	0	15	15
MBus in Digital Entrepreneurship (F/T & P/T)	0	10	10
MSc in Cyberpsychology	0	41	41
MSc in User Experience Design	0	39	39
PG Diploma in Business in Cultural Event Management (F/T & P/T)	0	38	38
PG Diploma in User Experience Design (P/T)	0	15	15
Certificate in Applied Digital Business (Special Purpose Award)	0	27	27
Certificate in Critical Research: Foundations, Futures & Skills (SPA)	0	8	8
Certificate in Cyberpsychology (SPA)	0	14	14
Certificate in Data Visualisation (SPA)	0	16	16
Certificate in Design Thinking (SPA)	0	14	14
Certificate in Fundamentals of User Experience Design (SPA)	0	45	45
Certificate in Sports Psychology (SPA)	0	28	28
Totals (excl. MA/MSc by Research students)	601	1,903	2,504



4.5.2 Student Enrolments 2017/18



Full-time Students enrolled by Award

Ordinary Bachelor Degree (Level 7)

Female 20 Male 57

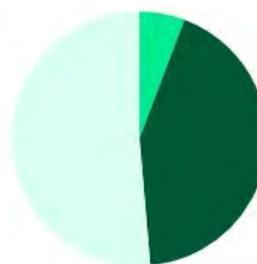
- Total 77 (13% of 1st Year Students)

Honours Bachelor Degree (Level 8)

Female 289 Male 235

- Total 524 (87% of 1st Year Students)

4.5.4 Part-time Students by Award



Overall Part-time Students by Award

Honours Bachelor Degree (Level 8)

Female 7 Male 10

- Total 17 (6% of Students)

Masters/Postgraduate Diploma

Female 77 Male 50

- Total 127 (43% of Students)

Special Purpose Awards

Female 107 Male 45

- Total 152 (51% of Students)

4.5.3 Student Numbers by Award



Overall Full-time Students by Award

Ordinary Bachelor Degree (Level 7)

Female 57 Male 178

- Total 235 (11% of Students)

Honours Bachelor Degree (Level 8)

Female 1033 Male 822

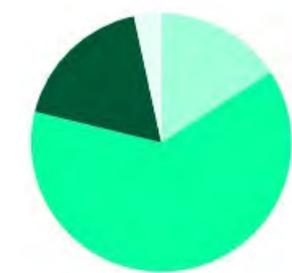
- Total 1855 (84% of Students)

Masters/Postgraduate Diploma

Female 69 Male 49

- Total 118 (5% of Students)

4.5.5 Graduate Numbers by Award



Graduates by Award Level

Ordinary Bachelor Degree (Level 7)

Female 27 Male 62

• Total 89 (16% of Students)

Honours Bachelor Degree (Level 8)

Female 198 Male 156

• Total 354 (63% of Students)

Masters/Postgraduate Diploma

Female 52 Male 48

• Total 100 (18% of Students)

Special Purpose Awards

Female 10 Male 9

• Total 19 (3% of Students)

4.6 Student Prizes, Scholarships & Achievements 2017/18

4.6.1 Student Prizes

Blackrock Education Centre Awards (Nov. 2017)

The following students received Blackrock Education Centre Awards at the conferring ceremony on 9th November 2017:

Conor Jones [BSc (Hons) in Computing in Multimedia Systems/Web Engineering] received the Best Educational Project Award for his project entitled 'My Money Counts'

Elias Kelly [BSc (Hons) in Computing in Multimedia Systems/Web Engineering] received the Best Project for her project entitled 'An Investigation into Machine Learning'

Chartered Institute of Management Accountants (CIMA) Awards (Nov. 2017)

The following students received CIMA Awards at the conferring ceremony on 9th November 2017:

Alice Fennell [BA (Hons) in Business Studies & Arts Management]

Prince Hakizimana [BBus in Entrepreneurship]

Orla Mason [BBus (Hons) in Entrepreneurship & Management]

Leigh Sherling [BBus (Hons) in Entrepreneurship & Management]

Digicom Award for Creative Media Technologies Student of the Year (Nov. 2017)

The following students received Digicom Awards at the conferring ceremony on 9th November 2017:

Noah Skelton [BSc (Hons) in Creative Media Technologies]

Emmet Smith [BSc (Hons) in Creative Media Technologies]

Dún Laoghaire Rathdown County Enterprise Office Student Awards (Nov. 2017)

The following students received d Dún Laoghaire Rathdown County Enterprise Office Student Awards at the conferring ceremony on 9th November 2017:

Denis Holahan [BBus (Hons) in Entrepreneurship & Management]

David McGinty [BBus (Hons) in Entrepreneurship]

Jessie Moloney [BA (Hons) in Business Studies & Arts Management]

Mary Snee [PG Certificate in Business in Digital Start-Up]

Faculties Student of the Year Awards (Nov. 2017)

The following students received Faculty Student of the Year Awards at the conferring ceremony on 9th November 2017:

Lorraine Coleman [BSc (Hons) in Applied Psychology]

Ryan Dowler [BSc (Hons) in Computing in Multimedia Systems/Web Engineering]

Gerald Fitzgerald [MSc in User Experience Design]

Jamie Hyland [BSc in Computing in Multimedia Programming]

Eleanor Noonan [BSc in Computing in Multimedia Programming]

David O'Keefe [BA (Hons) in English, Media & Cultural Studies]

Noah Skelton [BSc (Hons) in Creative Media Technologies]

Sean Laoide-Kemp [BA (Hons) in Photography]

Fardus Sultan [MSc in Cyberpsychology]

Paul Synott [BEng in AVMT]

Lorraine Wall [PG Diploma in Business in Cultural Event Management]





4.6.1 Student Prizes (Cont'd.)

National Film School Awards (Nov. 2017)

The following NFS students received awards at the conferring ceremony on 9th November 2017:

Aoife Byrne [BA (Hons) in 3D Design, Modelmaking & Digital Art] Screen Producers Ireland Award for Modelmaking

Andrea Farrell [MA in Broadcast Production for Film & TV] RTÉ Award for Broadcast Production

Jenny Kelly [BA (Hons) in Animation] Windmill Lane Pictures Award for Animation

Eoghain Meakin [MA in Screenwriting for Film & TV] Writers Guild of Ireland Award for Screenwriting

Miriam McCarthy [BA (Hons) in Design for Stage & Screen – Character Makeup Design] Aileen MacKeogh Award

Emma McKeagney [BA (Hons) in Art] Thesis Award for Academic Excellence

Laurent Murray [BA (Hons) in TV & Film Production] Film Base Award for Film & TV Production

Adrian Wojtas [BA (Hons) in Photography] Irish Professional Photographers Association Award

Olivia Burke Award (Nov. 2017)

The following students received inaugural Olivia Burke Awards at the conferring ceremony on 9th November 2017:

Grace O'Sullivan [BBus (Hons) in Entrepreneurship & Management]

Ellen Weber [BBus (Hons) in Entrepreneurship & Management]

4.6.2 Student/Graduate External Awards

IDI Graduate Design Awards (Nov. 2017)

Stina Sandstrom [BA (Hons) in Visual Communication Design 2017] received the Grand Prix Award at the IDI Graduate Design Awards 2017

ceremony held in IADT on 30th November 2017. Stina also received awards in the following categories: Vis Comm Packaging Design, Vis Comm Printed Book Design and Vis Comm Use of Illustration in Design.

IFTA Film & Drama Awards (Feb. 2018)

The following IADT graduates received awards at the IFTA Film & Drama Awards ceremony held on 15th February 2018:

Louise Bagnall [BA (Hons) in Animation 2007] won the Animated Short Film Award for 'Late Afternoon.'

Consolata Boyle [Honorary Fellow 2017] won the Costume Design Award for 'Victoria and Abdul'.

Julianne Forde and Ruth Treacy [Nat. Dip. in Design in Communications - Film & Video 2003] of Tailored Films and Aoife Noonan and Ben O'Connor [BA in Design in Model Making for Film & Media 2007] of Bowsie Workshop won the VFX Award for their joint work on 'The Lodgers'.

Young Directors Awards (Feb. 2018)

The following IADT students and graduates received awards at the Young Directors Awards (YDA) ceremony held on 22nd February 2018:

Carol Freeman [BA (Hons) in Animation 2007] won an Animation Award for 'The Bird & The Whale'.

Andreas Birkenheer [BA (Hons) in Film & TV Production 2016] won a Charity Film Award for 'Irish Street League.'

Bob Gallagher [BA (Hons) in Film & TV Production 2011] won the Commercial Award for 'Iarnód Éireann 'Dream Trips'.

Fergal Costello [BA (Hons) in Film & TV Production 2014] won a Music Video Award for 'Brave Giant – Way to Love'.

Kate Dolan [BA (Hons) in Film & TV Production 2012] won a Short Film Award for 'Catcalls'.



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

James Fitzgerald [BA (Hons) in Film & TV Production 2014] won a Spec Commercial Award for 'Bond of Enemies'.

Laura Gaynor [BA (Hons) in Film & TV Production 2017] won a YDA Producers Award.

Royal Television Society Awards (Mar. 2018)

The following IADT students and graduates received awards at the Royal Television Society Awards ceremony held on 20th March 2018:

Aoife Moiselle and Tara Woods [BA (Hons) in Animation 2017] won the Student Animation Award for 'Consent'

Michael Flanagan [BA (Hons) in Film & TV Production 2017], Frank O'Malley [4th year BA (Hons) in Film & TV Production], Laurent Murray [BA (Hons) in Film & TV Production 2017] and Eimear Noctor [BA (Hons) in Design for Stage & Screen—Production Design 2017] won the Student Drama Award for 'Decades'.

Dave Fox, Alfie Hollingsworth, Laura Gaynor and Conor Donoghue [graduates of BA (Hons) in Film & TV Production 2017] won the Student Drama Award for 'Pernicio'.

Danilo Zambrano and Gabriela Chroback [BA (Hons) in Film & TV Production 2017], Alisa Barrie [3rd year BA (Hons) in Design for Stage & Screen—Production Design] and Briana Cullen [1st year BA (Hons) in Design for Stage & Screen—Production Design] won the Student Short Feature Award for 'Growing Alice'.

Animation Dingle Festival Awards (Mar. 2018)

The following IADT graduates received International Student Animation Awards at the

Animation Dingle Festival ceremony held from 23rd to 25th March 2018:

Grace Ryan and Claire McLoughlin [BA (Hons) in Animation 2017] won Best 2D Animation and Best Art Direction Awards for 'Astrocatastrophe'.

Dillon Theodor and Rob Smith [BA (Hons) in Animation 2017] won the Best Writer Award for 'Mad Dog'.

Aoife Moiselle and Tara Woods [BA (Hons) in Animation 2017] won the Best Music & Sound Design Award for 'Consent'.

Dillon Brannick [BA (Hons) in Animation 2017] won the Best Director Award for 'The Line'.

Dara Griffin and Sarah Peters [BA (Hons) in Animation 2017] won the Best Irish Student Animation Award for 'Father'.

TriBeca Film Festival Awards (Apr. 2018)

Louise Bagnall [BA (Hons) in Animation 2007] won Best Animated Short for 'Late Afternoon' at the TriBeca Film Festival in New York. As part of the award, Laura received a scholarship of \$5,000 sponsored by Nutella.

BAFTA Television Craft Award (Jun. 2018)

Audrey Doyle [National Diploma in Makeup for Film, TV and Theatre 1997] won a BAFTA Television Craft Award in London for her work as a make-up artist on the TV series @TabooFX.

Galway Film Fleadh Awards (Jul. 2018)

Eabha Bortolozzo and Jack Kirwan [both BA (Hons) in Animation 2018 graduates] won the Best Animation Award for 'The Usual'.



4.6.3 Student/Graduate Achievements

Sea Change, IADT 21 years (Sept. 2017)

An exhibition entitled 'Sea Change, IADT 21 Years' was held in the Municipal Gallery DLR Lexicon from 14th September to 4th November 2017 and featured contributions from IADT's graduates in the specialist fields of art, film and animation. The exhibition included art works, films and books from the following graduates: David Beattie [MA in Visual Arts Practice 2007]; Jenny Brady [MA in Visual Arts Practice 2011], Alan-James Burns [MA in Visual Arts Practice 2014], Nina Canell [BA (Hons) in Fine Art 2005], Mark Garry (BDes in Interactive Media 1997), Sarah Baume [BA (Hons) in Fine Art 2007] and Sue Rainsford [MA in Visual Arts Practice 2014].

RE:VIEW Exhibition (Oct. 2017)

Recent BA (Hons) in Photography graduates presented their work at the RE:VIEW Exhibition in The Complex, Smithfield, Dublin 1 which ran from 25th to 30th October 2017. The exhibition was curated by Vera Ryklova [BA (Hons) in Photography 2015]

IN THE MAKING Exhibitions (Nov. 2017)

Pallas Projects/Studios, 115-117 The Coombe, Dublin 8 hosted three consecutive exhibitions of new work by degree year students from IADT's BA (Hons) in Art. The first exhibition - IN THE MAKING 1: LOGOS, featured work from Nancy Behan, Ellen O'Connor, Carly Colton Perry, Conor Daly, Natasha Farrell, Osin Farrell, Emma Hopkins, Diarmuid Kavanagh, Grace Latham, Philip Murray, Samir Said, Chun Zhu Wang. The exhibition ran from 2nd to 4th November 2017. IN THE MAKING 2 and 3 opened on 9th and 16th November respectively.

FORETHOUGHT Exhibition (Jan. 2018)

Students for the BA (Hons) in Art programme presented their work in an exhibition entitled 'FORETHOUGHT' at the United Gallery, 3 Upper Fitzwilliam St., Dublin 2. The exhibition which ran

from 18th to 29th January 2018 was opened by Visual Artist and IADT Graduate Jesse Jones [MA in Visual Arts Practice 2005].

Lord and Lady Weeelandia's Garden Party (Jan. 2018)

An exhibition in Upcycling entitled 'Lord and Lady Weeelandia's Garden Party' was hosted by students from IADT's BA (Hons) in Design for Stage and Screen and BA (Hons) in 3D Design, Model Making & Digital Art programmes in partnership with Dún Laoghaire Rathdown County Council. The exhibition took place at the Lexicon Theatre, Dún Laoghaire and ran from 23rd to 27th January 2018.

IADT & RIAM Operatic Collaboration (Jan. 2018)

The annual operatic collaboration between IADT and the Royal Irish Academy of Music featured Mozart's 'La Finta Giardiniera' and took place in the Samuel Beckett Theatre, TCD, from 14th to 20th January 2018.

Robert Eustace Shield Cup (Mar. 2018)

IADT's football team comprised of both staff and students won the Robert Eustace Shield Cup against Waterford Institute of Technology on 7th March 2018. The final match was played as part of the national cup final series in Galway.

Pathways to Progress Showcase (Apr. 2018)

Dominica Kowalska, Megan Walsh and Megan Lunney [4th year BBus (Hons) in Entrepreneurship & Management] received a second prize of €1,000 in seed funding in the Pathway to Progress Showcase for their project entitled 'Mind Your Media'. CITI Ireland and Enactus Ireland hosted the showcase which is a youth social entrepreneurship development programme that provides students with the resources to empower young people from disadvantaged urban areas around Ireland. The 'Mind Your Media' project proposed workshops for disadvantaged students to educate them on online safety.





4.6.3 Student/Graduate Achievements (Cont'd.)

The Coronas Video (Apr. 2018)

Louise Bagnall [4th year BA (Hons) in Film & TV Production] instigated and directed a live multi-camera music video for The Coronas single entitled 'Gut Feeling'. A total of 33 students from across four NFS courses took part in the shooting of the video over a two-day period.

Young Lions Competition (May 2018)

Emily Blaney [BA (Hons) in Visual Communications 2016] was selected to represent Ireland at the Young Lions competition in Cannes, France. Her innovative print entry was for the charity Suas, a non-profit organisation who provide one-to-one literacy mentoring to children in disadvantaged schools in Ireland.

Rugby Achievements (May 2018)

Jordan Lamour and Josh van der Flier [both students of SPA Certificate in Sports Psychology] represented their province and country at Senior Level Rugby, winning a Grand Slam Championship with Ireland and a European Cup and Pro 14 League with their province of Leinster.

Quintet of Artists Exhibition (Aug. 2018)

The work of IADT graduate Zsolt Basti [BA (Hons) in Art 2018] featured in a group exhibition entitled 'Quintet of Artists' at the United Art Club from 2nd to 20th August.

4.6.4 External Scholarships

Warner Brothers Ireland Scholarship (Nov. 2017)

Allyn Quigley (MA in Screenwriting) was awarded a Warner Brothers Ireland Creative Talent Scholarship. The scholarship was announced by Josh Berger, President & Managing Director, Warner Brothers UK, Ireland & Spain. As part of the scholarship, Allyn will receive funding support and a short, paid placement at Warner Brothers Ireland Dublin, as well as access to screenings and mentoring support from Warner Brothers Executives in the country.

4.7 Student Services & Facilities 2017/18

4.7.1 Student Services Financial Committee

On the 5th November 2012, the Student Services Committee Members approved the change of the Committee's title to Student Services Financial Committee (SSFC), in light of the 2011 Report of the HEA in respect of the Student Contribution, combined with the establishment of the Student Experience Sub-Committee of Academic Council.

The role of the SSFC is to:

- Consider and make annual recommendations to the Institute Executive on the allocation of institutional funds for student services;
- Consider and decide on the implementation and distribution of institutional funding allocated for student services;
- Prepare an annual report for dissemination to the campus community;
- Ensure that the interests and concerns of students are adequately met within the consultative process.

4.7.2 Student Experience Sub-Committee

On 15th October 2012, the Academic Council approved the establishment of the Student Experience Sub-Committee to consider student wellbeing policies which support the student in their learning, enable the further development of a supportive campus environment, and identify specific focuses for intervention. At its meeting of 12th November 2012, the Academic Council approved the amalgamation of the Library and Student Experience Sub-Committees.

The Student Experience Committee's aim is to:

- Develop and advise on policies and procedures relating to overall student

wellbeing, with reference to:

- o Student contribution to campus community
- o Initiatives to promote a professional, respectful, creative and diverse environment
- o Learner Charter
- o Student ambassadors, e.g. mentor, buddy schemes etc.
- o Student conduct
- o Support students with particular needs
- o Interaction/communications between specific services/units and academic departments
- o General Institute environment and its impact on students
- Input into the Institutional strategy for Student Supports and suggest key performance indicators for same;
- Establish and review appropriate standards for student services in collaboration with the respective service provider, e.g., Health Service, Estates and Facilities/ICT Office and Library;
- Receive and consider the annual report from the Student Services Team and make recommendations to Academic Council arising from same as appropriate;
- Monitor and review in general terms, issues arising from students' grievances/complaints and disciplinary matters which are of concern to the student experience overall, and advise the Academic Council as appropriate;
- Establish or promote initiatives that support the creation of an environment which enhances the student Institute experience.

4.7.3 Student Services

4.7.3.1 Access Office

The Access Office supports the Institute's policy for equality of access to, and participation in IADT's range of programmes. During the academic year 2016/17, the Office engaged in three strands of work: Pre-entry, Post-entry and Universal Design for Staff.

The Pre-entry Strand

HEAR/DARE Scheme – during the academic year 2017/18, new entrants joined IADT through the HEAR/DARE Scheme which provides a designated access route for non-traditional students to third level education.

Mind Your Media@IADT– this programme invites transition year students from local schools to attend interactive workshops on campus on how to manage their social media profiles when entering the world of work. This initiative is run by volunteer IADT students and is supported by the Department of Entrepreneurship through the ENACTUS social entrepreneurship scheme. During 2017/18, the programme expanded and the MYM team delivered 14 sessions of the programme externally to 7 organisations:

- Cabinteely Community School
- Foróige (Tallaght) Students
- Foróige - Youth Leaders across Dublin
- Foróige Participants from Ireland & Scotland
- Hewitt College Cork
- Southside Partnership
- St. Laurence College

Programme for Access to Higher Education (PATH)

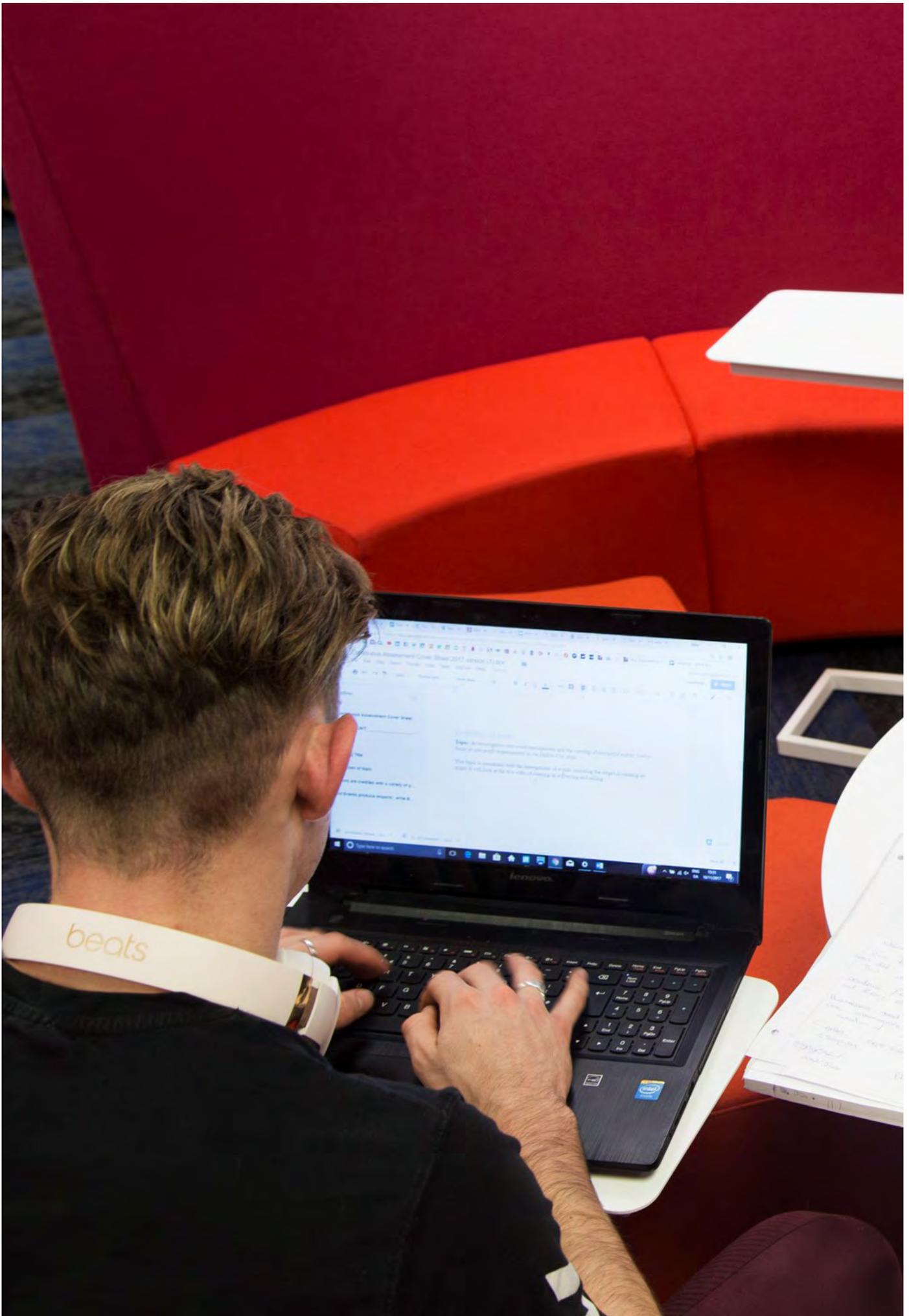
– PATH is a competitive fund, managed by the HEA on behalf of the Department of Education & Skills. In August 2017, higher education institutions were invited to submit proposals under two funding streams:

- PATH 2 - 1916 Bursary Fund
- PATH 3 - Higher Education Access Fund

IADT was successful in seeking PATH 2 and PATH 3 funding as part of a collaborative cluster with UCD, TCD, Marino Institute of Education (MIE) and NCAD. During 2017/18, a number of initiatives were established:

- **PATH 2 - 1916 Leaders & Learners Bursary** - this award from the HEA funded 40 Bursaries across the cluster to support increased access to higher education for disadvantaged groups. Of the 40 Bursaries, IADT was allocated 8 per over 3 years. The fund provides recipients with a bursary of €5,000 per academic year to support them in their studies.

On 19th April 2018, the first eight IADT recipients were awarded their bursaries by Mary Mitchell O'Connor TD, Minister for State for Higher Education, at an awards ceremony in the GPO Dublin.



4.7.3.1 Access Office (Cont'd.)

- **PATH 3 - Creative Arts Summer School**
In June 2018, the first Creative Arts Summer School took place, funded under PATH 3. This was a five-day summer school which allowed participants to spend a day in each of the five colleges (IADT, NCAD, TCD, MIE and UCD). A total of 60 participants, ranging from 16-70 years of age, took part in two creative art workshops each day, and experienced what the creative arts courses have to offer. Participants also learned about portfolio requirements, access entry routes and post-entry supports available in each of the 5 colleges.

Other projects in the process of being developed under PATH 3 include:

- Mentoring Summit
- Open Learning (in conjunction with UCD)
- Dublin Learning City

Campus Visits/Tours—the Access Service was available during 2017/18 to provide campus tours for secondary school students. In May 2018, a group of 10 students from St. Kieran's Traveller School in Bray visited IADT and took part in a 3D print workshop, as well as a tour of the Library and Graduate Exhibition.

The Post-entry Strand

Student Assistance Fund – during the academic year 2017/18, the Access Service was responsible for delivering targeted payments to students in financial need under the Student Assistance Fund. In term 1, a total of €50,950 was paid to 165 students, with a total of €45,500 paid to 189 students in term 2.

4.7.3.2 Assistive Technology Service

- The Assistive Technology Service supported 195 students in 2017/18 using a range of technologies, including laptops and dedicated Assistive Technology (AT) software.
- A total of 55 new students registered with Assistive Technology Service, and 50 were needs assessed and were allocated AT.
- The majority of students registering with IADT's Assistive Technology Service presented with a specific learning disability such as Dyslexia.
- The key AT used in IADT include: hardware such as laptops, smartphones, tablets, Echo Smartpens audio recorders, dictaphones, Bluetooth keyboards; and software such as Read and Write Gold, Ginger and Grammarly, Notability and Audio Note, Google Voice Typing, Dragon and eBook readers.
- The Assistive Technology Service provides one-to-one training in all AT allocated.

4.7.3.3 Careers Centre

The Careers Centre offers information, practical support and guidance to students and graduates in career planning and research, and in the proactive development of employability skills.

- During the academic year 2017/18, a total of 149 one-to-one career advisory appointments were held, with 126 of these being undergraduate students, 7 graduates and 16 postgraduates.
- Communication of employment opportunities to students/graduates was maintained during 2017/18 via the Graduate Database and Careers Centre's Facebook profile.

4.7.3.3 Careers Centre (Cont'd.)

- During the Summer of 2017, the Careers Centre carried out the annual First Destinations Survey of the previous year's graduate class (2016). A 63% response rate was achieved.
- During 2017/18, the Careers Officer presented 32 workshops/careers information sessions with class groups as part of MyFuture IADT.
- Two Employer Forums were held during the year: one focussed on I.T. and Digital Media with 11 employers participating; the second focussed on Enterprise and Humanities, with 4 employers attending.
- Other on-campus career events/presentations included: Japan Exchange for Teaching (JET), Washington Ireland Program (WIP), Habitat for Humanity, USIT, Campus Leaders, Fulbright Commission, General Motors and CV Check-up Week.
- Off-campus career events/presentations included: Gradireland Graduate Careers Fair RDS (92 IADT students/graduates attended); Gradchances I.T. (RDS); Gradireland Live (including languages/postgraduate opportunities); and Gradireland Summer Fair (RDS).

4.7.3.4 Disability Support Service (DSS)

The DSS provides support as part of a multi-disciplinary team in the following areas:

- Needs Assessments and application to HEA Funding.
- Co-ordination of the provision of supports, e.g. Exam Accommodations -

166 students required some form of exam accommodation during the summer exam period of 2018;

- Academic, Wellness & Social Support Sessions - 12 academic and wellness classes were offered to students during 2017/18; in addition 4 staff seminars were carried out between November and December 2017, covering topics such as mental health, Developmental Co-ordination Disorder (DCD), Attention Deficit Hyperactivity Disorder (ADHD) and Autism Spectrum Disorder (ASD).
- First Year Matters (FYM) - the DSS worked with other Student Services Teams to deliver an all-Institute initiative to support and facilitate the successful settling in of all incoming first year students;
- Psychoeducational Assessment with an Educational Psychologist - during 2017/18, 18 students carried out assessments with the DSS covering areas such as written and verbal literacy competencies, as well as a detailed analysis of handwriting capabilities.
- Learning Strengths and Development Profiling - a total of 91 first year students in the disciplines of Art, Film & TV and Visual Communications were profiled using the Do-IT Profiler Screening Tool. This online tool is designed to give students an insight into the strengths and weaknesses in relation to how they learn. Areas of weakness highlighted included: reading, attention, social and organisation/time management.

4.7.3.4 Disability Support Service (Cont'd.)

During 2017/18, a total of 231 students registered with the DSS, which represented almost 10% of the student body in IADT. The students presented with a wide variety of disabilities/conditions as follows:

ADHD	30
ASD	18
DCD	12
Hearing Impaired	4
Mental Health Condition	32
Neurological & Speech	8
Physical Impairment	4
Significant Ongoing Illness	16
Speech & Language Difficulty	97
Speech, Language & Communication Difficulties	6
Visually Impaired	4

During the academic year 2017/18, a total of 345 one-to-one support sessions took place in the DSS; of this total, 159 related to HEA students, while 186 were non-HEA students.

4.7.3.5 Learning Support Service

In June 2018, Student Academic Skills Support (SASS) completed the second year of a two-year contract to provide the Institute's Learning Support Service (LSS).

The service provision included students with Autistic Spectrum (AS) and Dyscalculia, in addition to students affected by Attention Deficit Hyperactivity Disorder, Developmental Co-ordination Disorder, Dysgraphia and other neurodiverse learning issues. The Service also provided general learning and support to IADT students via open seminars and individual/small

group tutorials.

The programme of open access seminars/workshops included topics such as:

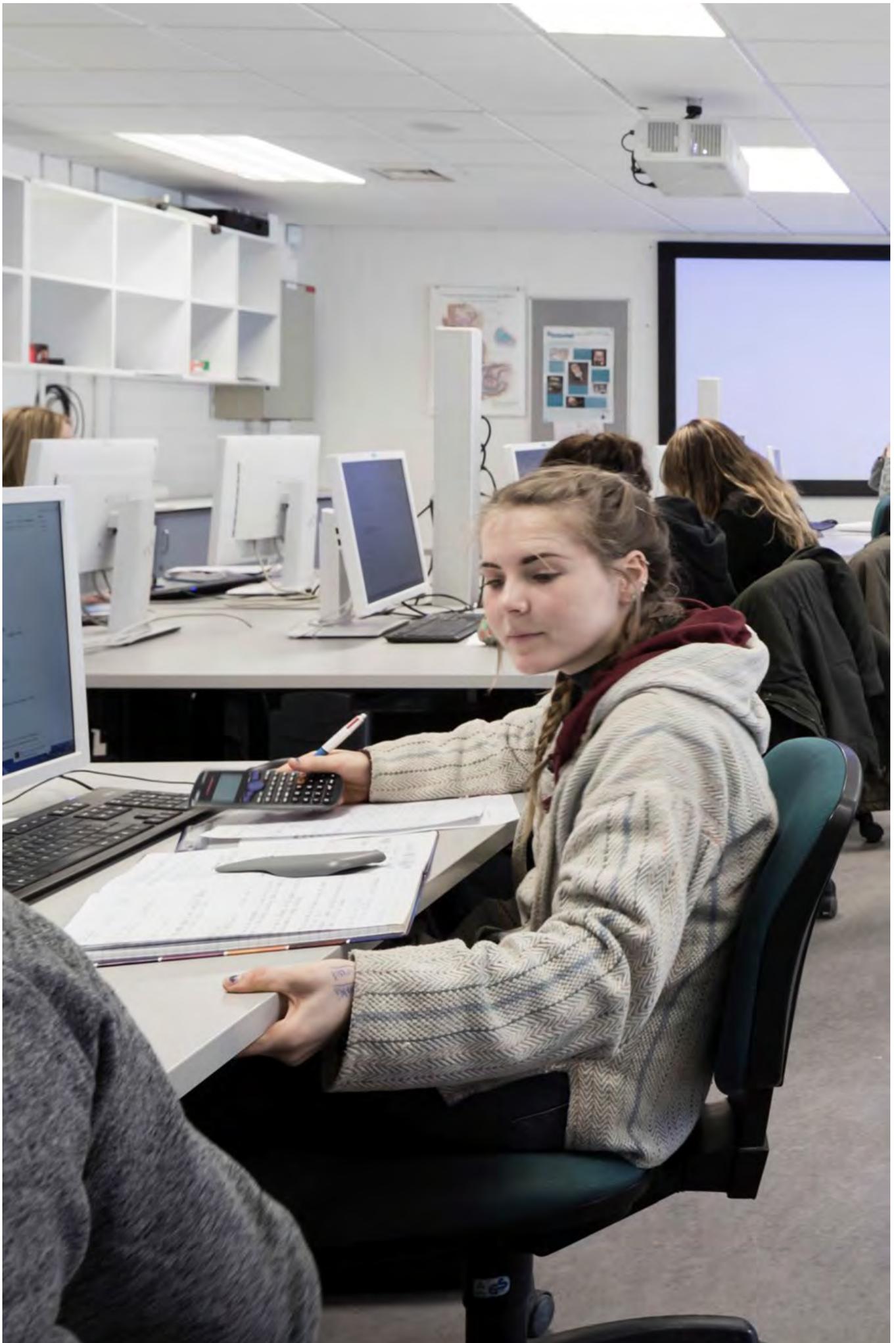
- Note Taking
- Essay Writing
- Academic Writing Skills
- Reading & Research
- Time Management Skills
- Presentation Skills
- Exam Revision & Strategies
- Writing & Literature Review

In December 2017, the LSS contributed to the teaching programme on the Certificate in Universal Design for Learning (UDL) for Institute staff. In February 2018, the Service participated in an Institute-wide Teaching & Learning event, collaborating with the Student Experience Team on two presentations to IADT staff on the supports available to students with additional needs.

During 2017/18, a total of 179 students registered with the LSS as follows:

Autism Spectrum Disorder (ASD)	24
Dyslexia/Dyscalculia	104
DCD/Dysgraphia	13
ADD/ADHD	32
Speech & Language Difficulty	6

During the academic year 2017/18, LSS provided specialist support to students with Specific Learning Difficulty (SpLD) and Autistic Spectrum Disorder (ASD). The Service processed documentation and completed Needs Assessments for the new cohort of students, as well as continuing to provide tailored educational supports to continuing students.



4.7.3.5 Learning Support Service (Cont'd.)

Areas of support included: Academic Skills (planning/editing of assignments, time management etc.) and Social and Communication Skills (team working, dealing with noise and distraction, interpersonal issues, work placements etc.

New initiatives during 2017/18 included:

- 'Discover IADT' - an orientation day for students registered with DSS/LSS which provided information on IADT's campus, services, supports and accommodations. More than 30 students attended the event.
- 'Mature Students Writing Week' - a series of workshops and learning sessions on core academic skills at third level, with academic writing as the key theme. More than 30 mature students attended these workshops/sessions.

4.7.3.6 Student Health Centre

The Student Health Centre is in its 20th year of operation, providing on-campus medical and nursing care to registered students of IADT. Emergency cases are seen as they arise, with non-urgent appointments generally being available within 1-3 days.

A total of 1,405 nursing consultations were provided to students during the 2017/2018 academic year. In addition, a total of 610 GP appointments were provided to students during the academic year.

During 2017/18, students presented with a variety of issues, e.g., ongoing and long-term illness, acute illnesses, mental health issues and a wide variety of medical conditions.

4.7.3.7 Student Counselling Service

In January 2018, a Sessional Counsellor was employed to provide cover during a rotation of

personnel in the Student Counselling Service.

A total of 159 appointments were offered during the academic year 2017/18, with 52 students failing to attend their appointments. The months of March and April 2018 had the highest number of appointments booked.

The main issues raised during appointments related to: anxiety, depression, trauma and coping difficulties relating to a background of dysfunctional upbringing and family dynamics.

During the academic year 2017/18, the core values of the Student Counselling Service were maintained, which include: respect, reputation, campus life, diversity and inclusion, and social responsibility.

The promotion of best practice and service quality were assured in collaborative work with students and staff to provide preventative strategies, mental health interventions and support. Optimal service quality measures taken included: continuous professional development, regular clinical supervision and registration with professional associations.

4.7.3.8 Student Union

In November 1998 the Student Union was formed at the Institute to represent the interests of students in their dealings with the Institute authorities, and to further the social and cultural life of students on campus. The Student Union is affiliated to USI.

The three Sabbatical Officers for the year 2017/18 were:

- Helen Moynihan (SU President)
- Sorcha Carey (VP Education)
- Andrew Martin (VP Welfare)

5 Research & Development Activities



5.1 Developmental Activities

5.1.1 IADT Honorary Fellow Awards

At the Conferring Ceremony on 9th November 2017, the following received an Honorary Fellow Awards:

- Bobby Kerr (Entrepreneur and Businessman) in recognition of his contribution to Irish business and for his strong support of IADT's Entrepreneurship programmes.
- Consolata Boyle (Award-winning Costume Designer) for her outstanding contribution to the Arts in Ireland and abroad.

5.2 Projects

5.2.1 Tempus Proposal (ALIGN)

In September 2017, David Quinn (Assistant Lecturer in Animation, IADT) chaired a Tempus ALIGN project peer review of Moscow State Pedagogical University's MA in Pedagogical Management programme, and a peer review report was subsequently issued.

In 2017, the Tempus ALIGN project was completed with two dissemination conferences. The first, on 5th October 2017, in the Ukrainian Ministry of Education and Science in Kyiv where 35 Ukrainian universities were represented, as well as the Ukrainian Ministry of Education and Science.

On the 9th and 10th October 2017, the Tempus ALIGN project's closing conference was held in Yerevan, Ukraine.

National Reports and Guidelines for Alignment were published by the Tempus ALIGN project teams in Russia, Armenia and Ukraine. The Tempus ALIGN project closed successfully, with considerable reputational enhancement for IADT in Ukraine, Armenia and Russia. Through ongoing and follow-up Erasmus projects, IADT continues to foster strong relationships with many of the ALIGN partner universities, most notably AMU in Poznan, (Poland), Bath Spa University (UK), Sumy State University and Taras Shevchenko National University (Ukraine), SAFFA (Armenia) and NARFU (Russia).

5.2.2 Innovation Vouchers/Industry Collaborations

Enterprise Ireland developed the Innovation Voucher initiative to build links between Ireland's public knowledge providers (i.e. Higher education institutes, public research bodies), and small business. Innovation Vouchers worth €5K are available to assist a company or companies to explore a business opportunity or problem with a registered knowledge provider.

During the academic year 2017/18, there were a total of six innovation voucher collaborations with companies:

- The Freebird Club
- ADVERTIS
- My Patient Space
- Pac Sane
- The Deluxe Group (Invest NI Voucher)
- MK Multimedia Social Enterprise Ltd. (t/a Reminisce Together)

5.2.3 Sponsorship Funding for Staff Projects

During the academic year 2017/18, a Sponsorship Funding Call was issued, whereby staff members whose project proposals were selected received assistance in seeking fundraising and external sponsorship. All projects funded under this scheme are required to be externally focussed, to create significant professional engagement opportunities for staff and to enhance the reputation of the Institute at national and/or global level. In 2017/18, the following project was selected:

- The Terra Foundation “Photography as Contact Zones” Conference (Dr Justin Carville)

5.2.4 European Research/Development Projects

RefugeesIN - Erasmus+

The aim of RefugeesIN is to offer an innovative cinema-based pedagogic tool kit to professional staff working with refugees and asylum seekers. Teachers and trainers use cinema to help encourage intercultural dialogue, combat discrimination and promote social inclusion. Partners on RefugeesIN include: Aidlearn, (lead partner) Portugal; IADT, Ireland; Greek Council for Refugees, Greece; Hamburger Volkshochschule, Germany; Centra Studi Citta Di Foligno Association, Italy and Third Age University, Slovenia. IADT is working with

participants from the Direct Provision Centre, Mosney and Cultúr. During the academic year 2017/18, an interdisciplinary team involving staff and students from the Faculty of Film, Art and Creative Technologies, the Faculty of Enterprise and Humanities, and the Directorate of Creativity, Innovation and Research continued to work on the project which is scheduled to end on 30th November 2018.

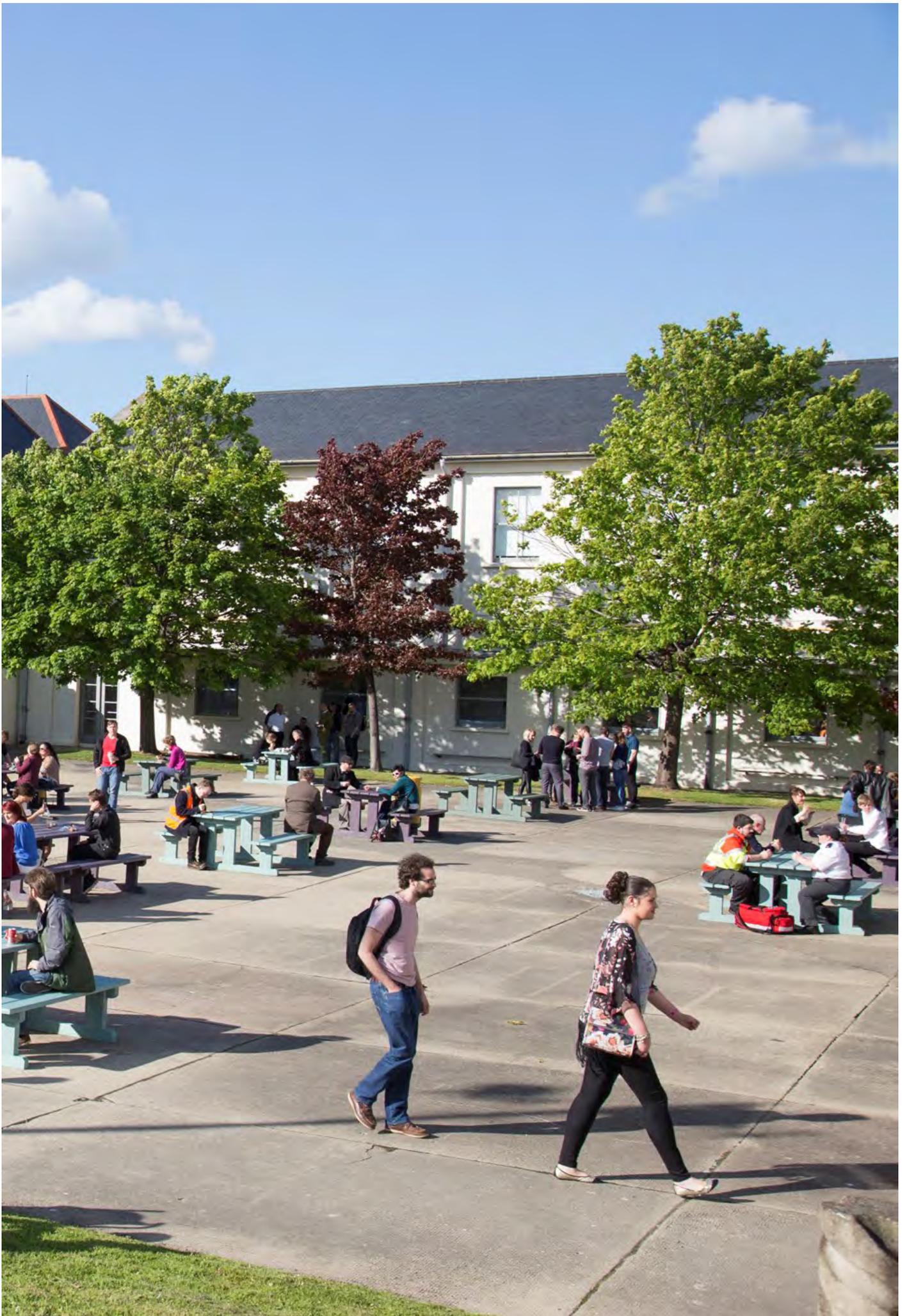
TREND - Erasmus+

The aim of EU+ project TREND is to provide refugees and asylum seekers arriving in Europe with entrepreneurial ICT education, skills and training via an online platform and responsive smartphone web App. The idea is to help transform refugees and asylum seekers from job seekers to job creators. Partners on TREND include: Foreningen Mikrofinsans Norge (lead partner), Norway; The Academy of Entrepreneurship (AKEP), Greece; EPS Jemappes, Belgium; KulturLife, Germany and IADT. During the academic year 2017/18, an interdisciplinary team involving staff from the Department of Psychology and Technology, the Faculty of Enterprise and Humanities and the Directorate of Creativity, Innovation and Research continued to work on the project which is scheduled to end in September 2020.

5.2.5 FÍS Initiatives

FÍS Film Project

The FÍS Film Project is a Department of Education and Skills (DE&S) initiative managed by IADT's FÍS Office in collaboration with the Professional Development Service for Teachers (PDST Technology in Education). FÍS is a successful film project that continues to thrive in primary schools across Ireland. The initiative encourages children to explore the medium of film in the primary classroom developing essential skills in focused creativity, moving-image literacy, communication, critical thinking, problem solving, teamwork, and visual arts.





5.2.5 FÍS Initiatives (Cont'd.)

FÍS Film Awards

RTÉ presenter, Sinead Kennedy, hosted the ceremony on the 16th November 2017. Special guest, Dr Annie Doona, Chair of the Irish Film Board (now Screen Ireland) and President of IADT, presented the prestigious Aileen MacKeogh Award for Outstanding Achievement for Film of the Year to Ardfert National School Kerry for their film 'The Gooseberry Fair'.

MA in Broadcasting for TV & Radio Production students from the National Film School (NFS) at IADT were responsible for the live broadcasting and filming of the ceremony. In addition, students from IADT's BBus (Hons) Entrepreneurship & Management, BA (Hons) in Film & TV Production and BSc (Hons) in Creative Technologies were involved in the event management, social media, roaming crew filming and outside broadcast and operations.

In collaboration with and courtesy of Ireland's National Education & Research Network (HEAnet), the festival was streamed live from the Helix Theatre via the project website and viewed at over 750 separate IP addresses.

As part of the overall prize for winning the Film of the Year Award, the pupils from Ardfert National School visited the NFS for a tour of IADT's state-of-the-art TV studio and were treated to a hands-on practical experience of the facilities, equipment and processes.

FÍS Collaboration Projects

During 2017/18, the FÍS team collaborated with a variety of partners to deliver additional film education

projects such as:

- **Young Women in Film & TV Initiative**

As part of the national strategy to address the issue of equality for young women in the Irish film and television industry, the FÍS Office, in conjunction with IADT's NFS hosted the Young Women in Film & TV Masterclass for transition year, 5th and 6th year students from 15th to 17th February 2018. The initiative was championed by Dr Annie Doona, President of IADT, and Jean Rice, Senior Lecturer at IADT. The NFS, in partnership with Young Irish Film Makers (YIFM), delivered the highly sought after programme which was co-funded by Dún Laoghaire Rathdown County Council Arts Office.

The facilitators were Cathy Brady, two-time IFTA winning director, Mary Kate O'Flanagan, an award-winning screenwriter and story consultant, Cara Homes, an award-winning film and television director and editor, and Fiadhnaít McCann (award-winning sound editor in film and television). The workshop was moderated by Deirdre O'Toole (award-winning cinematographer and lecturer at the NFS) and Rebecca Roper (IADT lecturer and casting director for film and television dramas).

- **Junior Cycle Short Course in Film**

The FÍS Office collaborated with the Irish Film Institute (IFI) and Fresh Film Festival to develop a short course in film that allows students to explore a wide range of films, make their own film and share that film at a festival screening. The short course and associated online teaching resources are available via www.ifi.ie and www.fisfilmpostprimary.ie websites. The programme structure and content meets the National Council for Curriculum and Assessment standards and guidelines.



- North South Different Lenses Digital Story-telling Project**

This post-primary project facilitates cross-border professional and reciprocal learning collaboration between the Irish Professional Development Service for Teachers and the Curriculum Advisory & Support Service Northern Ireland. The project is funded by the Department of Education & Skills, in co-operation with the Education Authority of Northern Ireland. However, due to the suspension of the Northern Ireland Executive in January 2017, no collaborative activities took place during the academic year 2017/18.
- School in a Box**

The School in a Box project is a working example of multi-regional and inter-agency collaborative engagement on innovative problem-solving actions. The emphasis during 2017/18 moved from technical engagement and learning, to maintaining and sustaining engagement with the community and their involvement in education. The School in a Box project and IADT's involvement will come to an end during 2019.

5.3 External Development Links

Memorandum of Agreement with Sheridan College (Jun. 2018)

On 5th December 2017, IADT and Sheridan College, Canada, signed a Memorandum of Agreement to explore the development of an MA in Animation programme, accredited by IADT. The partnership is facilitated under the Ontario Agreement and is supported by the Higher Education Authority.

Erasmus+ Student Exchanges

During 2017/18, sixteen Erasmus students came to study in IADT from countries including France (5),

Czech Republic (3), Finland (3), Germany (2), Italy (2), Slovakia (1). Areas of study included: Art, Visual Communication Design, Film & Television Production, Photography, Creative Computing, Applied Entrepreneurship, Arts Management, and English, Media & Cultural Studies.

During 2017/18, a total of nineteen IADT students went abroad to study as follows: Finland (6), France (6), Spain (4), Estonia (1), Belgium (1), UK (1). Areas of study included: Art, MA in Art & Research Collaboration, Visual Communication Design, Film & Television Production, Arts Management, Entrepreneurship & Management, and English, Media & Cultural Studies.

The first Erasmus traineeships (seven) also took place in 2017/2018 from programmes of study such as: Art, MA in Art & Research Collaboration, Animation, Visual Communication Design, Arts Management and Creative Media Technologies to the following destinations: Portugal (3), France (2), UK (2).

Erasmus+ Staff Exchanges

During 2017/18, six staff exchanges took place as follows: Estonia (2), Hungary (1), Poland (1), Czech Republic (1) and France (1).

Erasmus+ International Credit Mobility

During 2017/18, IADT continued its partnership with George Brown College (GBC) in Canada and Northern Arctic Federal University (NARFU) in Russia. A total of four IADT staff members travelled to GBC to deliver lectures in the areas of Design and Business/Entrepreneurship, with one staff member from GBC visiting the Department of Design & Visual Arts in IADT. The project with NARFU involved five staff members from the University visiting the Department of Humanities and Arts Management in IADT.



5.3 External Development Links (Cont'd.)

MA in Interdisciplinary Design Strategies

In September 2017, the first of two cohorts of students from Canada were on campus to undertake the MA in Interdisciplinary Design Strategies, a postgraduate programme developed in collaboration with George Brown College, Canada. As part of the programme, a number of Charrettes were held involving more than 20 staff, and more than 250 students from all disciplines within the Institute working in groups with the students from Canada.

5.4 Enterprise Development

5.4.1 Media Cube

Since its establishment in 2007, the Media Cube has supported 80 successful companies which have generated 756 jobs and raised €25 million in equity. On 6th December 2017, an event was held to celebrate 10 years of success in supporting high potential start-ups in technology, creative and culture sectors. The Media Cube was developed with funding from Enterprise Ireland under the National Development Plan.

During 2017/18, the following Media Cube companies achieved successes:

- CheckVentory won the Most Scalable Startup Award at the Irish Internet Association's Dot.ie Net Visionary Awards ceremony on 15th September 2017.
- Pierce Dargan and Simon Hillary of Equine Medirecord won an Innovation in Business Award at the DLR Chamber County Business Awards on 28th September 2017, and a #1 Draft Pick Start-up competition at the One Zero Conference on 17th October 2017.
- Fiona Uyema of Fused won the Best Sauce and Condiment category at the Irish Quality Food and Drink (IQFD) Awards in October 2017.



- Erica Sheehan of Homespun Foods won the Best Free From Cereal category at the IQFD Awards in October 2017.
- ThinScale Technology received a ranking of 4th in the top 50 of Ireland's fastest growing technology companies at the Deloitte Technology Fast 50 Awards ceremony in November 2017.

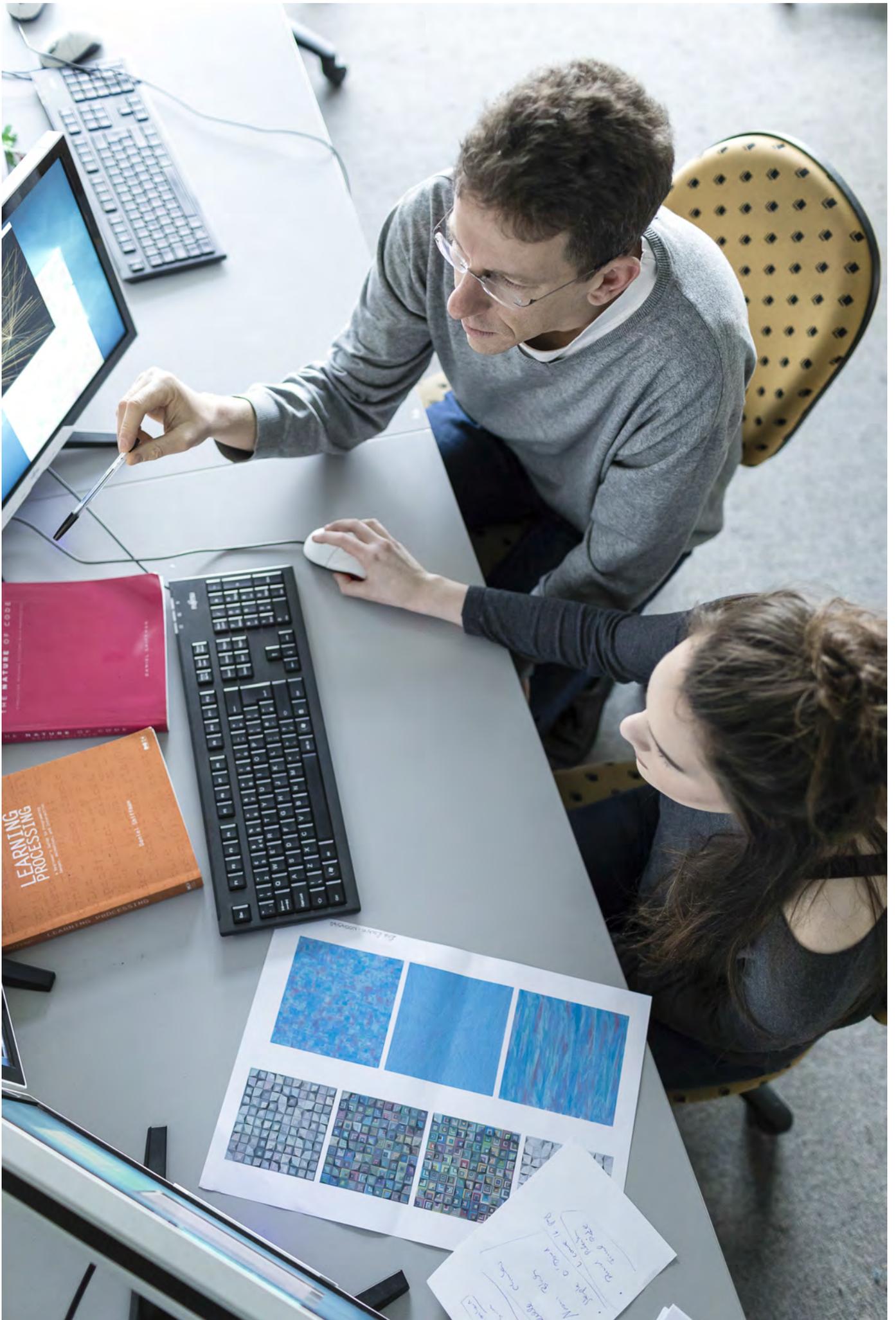
5.4.2 New Frontiers

The New Frontiers programme is a partnership programme between Dun Laoghaire Institute of Art, Design and Technology (IADT) and the Technological University of Dublin, (formerly Dublin Institute of Technology) with the latter acting as the lead partner.

There is a collaboration agreement between the two Institutes under Enterprise Ireland's Contract NF/2016/0004, which covers the period of funding from 01/04/2016 to 30/03/2021. The total funding allocated for the delivery of this programme is €4.4M.

The New Frontiers programme targets companies in the high technology sector with high growth potential. IADT has a particular focus on the digital media and creative technologies sectors. The Media Cube incubator based on the IADT campus delivers the New Frontiers programme.

A total of sixty start-up companies participate in Phase 1 of the New Frontiers programme annually, thirty of whom are based in the Media Cube. Thirty participant companies progress to Phase 2 of the programme, which offers additional financial support of €15K per participant. Several of the successful New Frontiers companies are now client companies in the Media Cube. They include GladCloud, Smart PMO, the Convex Lens and Drone Consultants Ireland who were the winners of the 2018 European Satellite Navigation Competition, aka the 'Space Oscars'.





5.4.2 New Frontiers (Cont'd.)

Several New Frontiers companies that transitioned from the Media Cube are now situated in Dún Laoghaire and South County Dublin. These companies include Your Smile Direct, CheckVentory, Cambrist, Yoghandha Oils, MummyCooks and Tenacious Engagement.

For more detailed information about the New Frontiers programme please see www.newfrontiers.ie or <https://www.iadt.ie/research-enterprise/enterprise-innovation>

5.5 Events & Achievements

Business to Arts Award (Sept. 2017)

On 4th September 2017, IADT in partnership with Dún Laoghaire Rathdown County Council and Young Irish Filmmakers won the Best Small Sponsorship Award at the Allianz Business to Arts Awards 2017 for the Young Women In Film & Television initiative.

DISABUSE Project (Dec. 2017)

On 4th December 2017, the DISABUSE Research Project was launched by Mary Mitchell O'Connor TD, Minister of State for Higher Education in the Helix Theatre, Dublin. This is a two-year project and is part of the Erasmus+ Programme, Key Action 2 'Cooperation for innovation and the exchange of good practices'. It involves five partners from four European countries: The Anti-Bullying Centre, DCU; Fondazione Mondo Digitale (Italy); ICSTE, Instituto Universitario de Lisboa (Portugal); IUM, The University of Murcia (Spain) and IADT. All members of IADT's Erasmus+ project team were present at the launch.

Hour of Code (Dec. 2017)

IADT once again participated in the largest worldwide programming event annual Hour of Code during Computer Science Week, 4th – 10th December 2017. The Department of Technology & Psychology invited 150 second level students to participate in programming workshops at IADT, including students from CBC Monkstown, Dominican Convent Wicklow and Presentation College Terenure.

DELTA Award (Mar. 2018)

IADT received a Disciplinary Excellence in Learning, Teaching and Assessment (DELTA) Award for its submission 'Critical Thinking and Creative Practice'. IADT was one of 11 selected from an original pool of 48 submissions, and the only arts and humanities programme to win this prestigious award. The Award was presented to IADT's team by Mary Mitchell O'Connor TD, Minister of State for Higher Education at a ceremony to mark the event on 21st March 2018. The DELTA Awards are organised by the National Forum for the Enhancement of Teaching and Learning in Higher Education in recognition of projects that demonstrate outstanding commitment to enriching teaching and learning in their disciplines.



5.6 Marketing

The Marketing function leads and implements an integrated marketing strategy and actively promotes the breadth and depth of courses and highlights the student experience.

Key Achievements during 2017/18:

- Website: since 2016, the Institute’s website traffic has increased substantially from 1,500 visits per day to approximately 5,000 daily visitors. Since the website launched, it has had over 2.2M site visits.
- Social Media: in 2017, the Marketing Office implemented a social media strategy to drive traffic and engagement, and this has resulted in a 39% increase in follows:
 - Twitter 5,605
 - Facebook 7,018
 - Instagram 2,100
 - LinkedIn 4,125
- Events: During 2017/18, the Marketing team delivered 32 internal and external events, including Higher Options at the RDS, Open Days, Taster Days, Springboard Open Days, IRDG Conference, Conferring and Postgraduate Recruitment Events.
- Taster Days: Over 730 Transition Year students attended workshops across 16 courses during school mid-terms in October 2017 and February 2018. As a result of their experience, 81% of attendees said they would apply to study at IADT. Over 40% of First Year students had attended a Taster Day.

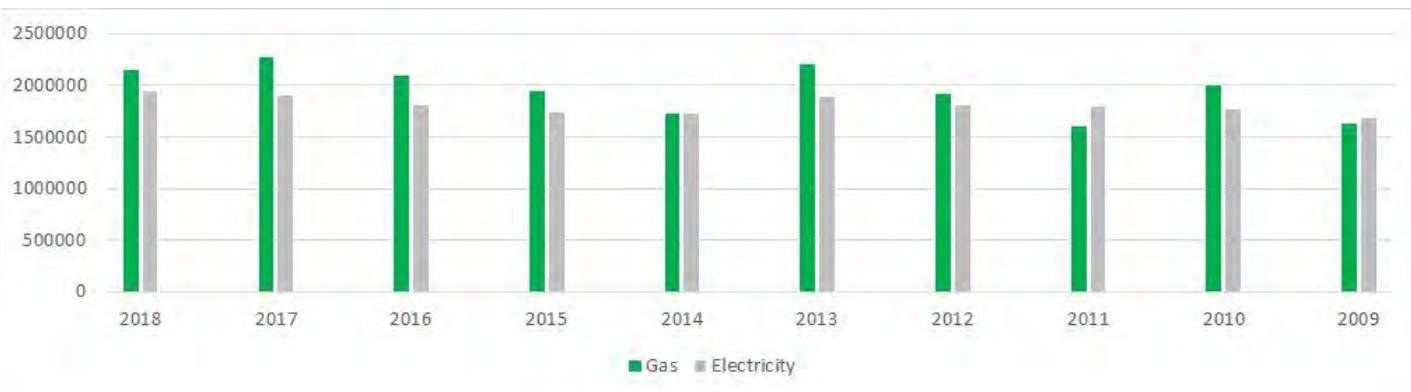
- Graduate Exhibition: during the academic year 2017/18, the Marketing Office developed a new identity, “On Show”, to improve the overall visitor experience on campus. Deliverables included: on-site ‘way-finding’, signage, branding, signage and event collateral.

5.7 Campus Initiatives/Developments

New Digital Media Building (Nov. 2017)

In November 2017, IADT’s Digital Media Teaching Building was included in eleven projects identified for funding as part of a €200 million Public Private Partnership (PPP) Programme for the higher education sector. The building will support the growth of courses in the emerging digital industries and will generate graduates for the emerging design and technology industries. The new teaching spaces within the Digital Media Building will accommodate an additional 1,320 students in Animation, Design and User Experience. Students studying Computing, Entrepreneurship and Creative Technologies will also be accommodated.

Energy Use kWh	2018	2017	2016	2015	2014	2013	2012	2011	2010	2009
Gas	2146399	2266009	2090151	1949765	1720395	2202143	1921221	1600379	1996718	1632136
Electricity	1939692	1905654	1800975	1736304	1721298	1885562	1812206	1788057	1763645	1683328



5.7 Campus Initiatives/Developments (Cont'd.)

Completion of Study & Social Areas of Atrium Building

During the academic year 2017/18, IADT in partnership with Detail Design Studio completed the refurbishment works on the study and social areas of the Atrium Building. The upgrades included: new collaborative, flexible spaces for groups to work in; a touch-down technical hot desk area with individual pods for studying; and the complete refurbishment of the Library. The makeover was awarded an ICAD Bronze Gong for Environmental Design in June 2018.

National Film School

During the academic year 2017/18, the National Film School engaged with a number of external partners on educational projects linked to the NFS programmes. Students were provided with the opportunity to work alongside industry professionals. In October 2017, the NFS welcomed award-winning actors, Brendan, Domhnall and Brian Gleeson for the shooting of Brendan's directorial debut film 'Psychic'.

Sustainability Campaign

During the academic year 2017/18, IADT introduced reusable Keep Cups and cup washing stations. A decision was made to sell these cups at a subsidised rate to staff members and students. In conjunction with this, IADT also agreed with the catering service provider to discount the cost of tea/coffee for those bringing their own cup. During the academic year 2017/18, the Institute's catering service provider also began introducing plant-based alternatives to plastic cutlery and food containers.

Energy Consumption

During the academic year 2017/18, energy consumption as measured in kilowatt hours improved by 16.2% on the previous year, and by 15.2% on our baseline year of 2009. However, IADT needs a 26.6% improvement in savings to reach the 2020 target. The main focus is on upgrading lighting and boiler/controls in order to continue to achieve savings.

5.8 Energy Management Report

Energy Awareness Campaign

IADT, in partnership with OPW Optimising Power at Work (a state-wide staff energy conservation campaign), installed sub-metering across the campus to better understand and monitor usage patterns in the Institute's buildings.

5.9 Safety Management

Health & Safety Committee

The Health & Safety Committee acts as an advisory committee to the Executive and Management Teams, in accordance with the provision of the Safety, Health & Welfare at Work Act 2005, on all aspects of safety, health and welfare, in relation to staff, students, visitors and contractors.

Health & Safety Training

During the academic year 2017/18, relevant staff members attended the following safety courses:

- Chemical Safety Training
- Safetalk Suicide Awareness
- Child Protection Policy Training
- Fire Safety Training
- Fire Marshall Training
- Mental Health Training
- Dyspraxia Seminar
- ADHD Seminar
- Autism Spectrum Disorder Seminar
- Manual Handling Training
- Portable Appliance Testing Training

Fire Drills & Fire Alarm Activations

On 8th November 2017, fire drills were held in three campus buildings. The evacuation times for each building were as follows (2 minutes is the target evacuation time):

- Atrium Building 3 minutes 43 seconds
- Backlot Building 1 minute 1 second
- Carriglea Building 1 minute 39 seconds
- National Film School 2 minutes 33 seconds
- Quadrangle Building 5 minutes 20 seconds

During the academic year 2017/18, a total of two fire alarm activations occurred, neither of which required the attendance of the fire brigade.

Statutory Accident & Incident Reporting

On 22nd September 2017, the fire brigade attended an incident whereby part of the outer panel of the Media Cube cladding became detached. No persons were injured during this incident.

During the academic year 2017/18, a total of nine accidents occurred on IADT's campus. All of the accidents were treated onsite, except for one accident which required attendance at A&E, but which did not require reporting to the Health & Safety Authority.



6 Personnel

6.1 Staff Numbers

The figures below are based on Whole Time Equivalent (WTE) calculations and include self-funded posts:

Staff Category	2017/18
- Academic	118
- Management, Administration & Library	48
- Student Services	6
- Research	6
- Technical Support	15
- Non-Technical Support	12
Total	206

In 2009, the Government implemented the Financial Emergency Measures in the Public Interest (No.2) Act, which provided for an employment control ceiling for IADT. For the year 2017/18, the ceiling for IADT was 191.6 WTEs in respect of core funded posts.

6.2 Equality & Diversity

6.2.1 V.P. For Equality & Diversity/ Athena SWAN Ireland

In 2017/18 an Athena SWAN Self-Assessment Team was established and chaired by the Dr Andrew Power, Registrar and Vice President for Equality and Diversity. The Athena SWAN Charter was established in 2005 to encourage and recognise commitment to advancing the careers of women in science, technology, engineering, maths and medicine

employment in higher education and research. The Athena SWAN Self-Assessment Team was charged with both the assessment of the Institute, and the preparation of the Institute's submission to Advance HE for the award of Bronze certification under the Athena SWAN programme.

During the academic year 2017/18, Dr Power was also appointed to the Chair of the National Athena SWAN Committee and to the organising Committee of the 10th European Conference on Gender Equality in Higher Education, which was held in Trinity College Dublin from 20th to 22nd August, 2018. Dr Power and the President, Dr Annie Doona, presented papers at the European Conference on Gender Equality in Higher Education

Throughout 2017/18, IADT remained an active participant in the Aurora programme, and during this period a further two members of staff competed the programme. Aurora is an innovative leadership development training programme. It aims to encourage women in academic and professional roles to think of themselves as leaders, to develop leadership skills, and to help institutions like IADT optimise the leadership potential of our female colleagues.

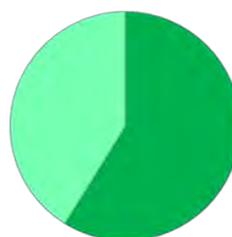
6.2.2 Gender Statistics as of 31 August 2018

The issue of gender equality is of prime importance to IADT. The Institute recognises that across the higher education sector, women are under-represented and that they may face a range of specific issues, including conscious and unconscious bias, sexism, additional responsibilities as carers and inappropriate behaviour. IADT has publicly stated a commitment to a diverse campus, to promote opportunities to all and to targeted intervention, specifically around gender equality.

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

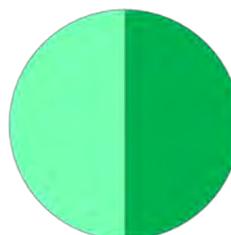
Our staff are essential in realising the vision and mission of IADT. Their positive and professional interactions and engagements around gender equality with a range of stakeholders, internally and externally, will determine the continued success and development of the Institute. IADT has been actively promoting the issue of gender equality both in terms of staffing and in supporting student events, e.g. Young Women in Film annual event. Good

progress has been made in terms of staff numbers in higher positions across the Institute. The gender breakdown within the Institute is shown in the diagrams below:



Governing Body

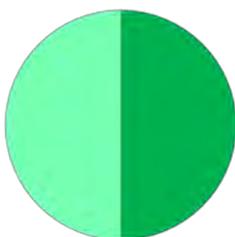
Female	59%	Male	41%
Female	10	Male	7



Executive Team

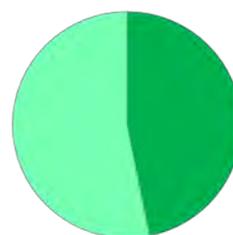
Female	50%	Male	50%
Female	3	Male	3

6.2.2 Gender Statistics as of 31 August 2018 (Cont'd.)



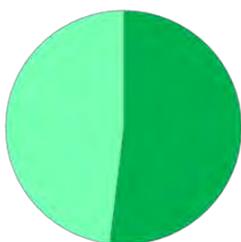
Management Team

Female	50%	Male	50%
Female	10	Male	10



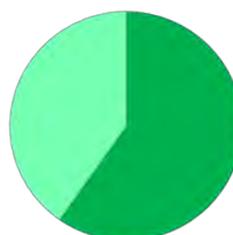
Academic Staff Members (WTE)

Female	47%	Male	53%
Female	60	Male	68



All Staff Members

Female	52%	Male	48%
Female	109	Male	101



Professional, Management & Support Staff Members (WTE)

Female	60%	Male	40%
Female	49	Male	33

6.3 Staff Achievements

6.3.1 Non-Faculty Staff Members

Dr Annie Doona

- Part of the THEA delegation that attended the Colleges Ontario Irish Higher Conference in Toronto on 27th November 2017.
- Invited by the Equality Challenge Unit UK to be an Athena SWAN panel member of four institution assessments in London in March 2018.

Dr Andrew Power

- Published 'Cyberpsychology and Society', London: Taylor and Francis Psychology Press (2018)
- Presented the following papers:
 - 'Evolution of e-commerce in the fashion industry: f-commerce', with M. MacDonnell at Irish Academy of Management Annual Conference, Queen's University Belfast (30th August to 1st September 2017)
 - 'Understanding leadership in higher education as a tool of change' at 10th Annual European Conference on Gender and Higher Education, TCD (August 2018)
 - 'Weaponising Research Funding in the Battle for Gender Equality' with Dr A. Doona, at 10th Annual European Conference on Gender and Higher Education, TCD (August 2018)
- Elected Chair of the National Athena SWAN Steering Committee

- Elected Vice Chair of the Ethical, Political, Legal and Philosophical Studies Committee of The Royal Irish Academy.
- Became a Fellow of Engineers Ireland.
- Served as a judging panellist for the International Undergraduate Awards in the category, Art History and Theory.
- Served as a member of the National Organising Committee of the 10th European Conference on Gender Equality in Higher Education, TCD (August 2018)
- Served on the organising committee for the conference 'Representation, Gender and Politics Past and Present' held in February 2018 at the Royal Irish Academy, to mark the 100th anniversary of the commencement of the Representation of the People Act 1918.
- Presented at various events and conferences including: The Dublin Tech Summit, Girls in Tech, Future Island Conference, Women in Technology, the EGE/Marie Curie funded Female Leadership Development Programme in TCD.

6.3.2 Faculty of Film, Art & Creative Technologies Staff Members

Dr Irene Connolly

Was a partner in Erasmus+ DISABUSE Project with DCU, the University of Murcia (Spain), ISCTE-IUL (Portugal) and FMD Rome (Italy) in October 2017.



Dr Irene Connolly (Cont'd.)

- 'Let's Be Safe' delivered at the Disabuse: Tracking Disablist Bullying Conference in The Helix, DCU on 4th December 2017.
- 'Usability Testing of Let's Be Safe' delivered at the Disabuse: International Seminar in ISCTE-IUL, Lisbon Portugal on 8th March 2018.

Dr Maeve Connolly

- 'Logistical Relations: Migration, Mobility and Repurposed Infrastructure' delivered at the Screen City Biennial Conference in Stavanger, Norway on 13th October 2017.
- Organiser and contributor to 'Space, Place and Change: Reflections on Allan Kaprow and Otobong Nkanga's *Baggage 1972/2007*', conversation with Melissa Rachleff Burt, Studio 6, Temple Bar Gallery & Studios on 7th December 2017.
- Delivered a public lecture entitled 'Expanded Documentary and Embodied Infrastructure in Artists' Film' at The Void, Derry on 24th February 2018.
- Chair and co-organiser of 'The Expanded Field: A Conversation in Art and Research' with Aurora Tang (Centre for Land Use Interpretation), Michele Horrigan (Askeaton Contemporary Arts) and Paul McAree (Lismore Castle Arts) in the LAB Dublin on 25 April 2018.
- Chair of 'The Visibility Matrix', talks by Victoria Brooks and Nikos Papastergiadis in the Douglas Hyde Gallery on 12th June 2018.

Dr Mark Curran

- 'MUSEUM OF CAPITALISM' (group exhibition) at Oakland, California, USA from June to September 2017.
- 'THE MARKET' (one person exhibition) at Le Bleu du Ciel, Centre de Photographie Contemporaine, Lyon, France from September to November 2017.
- 'Spectacle & Scaffold: Contemporary Photography & Mapping Networks' (group exhibition) at Turchin Center for Visual Arts, North Carolina, USA from October 2017 to January 2018.
- 'We Only Want the Earth: An Exhibition of Contemporary Irish Artists' (group exhibition) at Adobe, San Francisco, USA from February to April 2018.
- 'THE MARKET' (group exhibition) at Krakow Photomonth 2018, Krakow, Poland from May to June 2018.
- Awarded a Government of Ireland/Culture Ireland Bursary Award.

Dr Olivia Hurley

- 'Bullying Resilience for the Uncertainty of Life: Lessons from Elite Athletes' delivered at the PSI Annual Conference in Limerick on 10th November 2017.
- 'Sports Cyberpsychology – a New Arena' delivered at the SIGMAC PSI Mini Conference at the PSIHQ Dublin on 18th November 2017.

Dr Olivia Hurley (Cont'd.)

- 'Managing your Mental Health – Building Resilience: Lessons from Elite Athletes' delivered at RCSI Dublin on 20th February 2018.
- Keynote address on Sports Cyberpsychology at the CRUW 2018 Conference at the University of Wolverhampton UK on 21st June 2018.
- Interviewed on radio and for a number of newspaper/online publications between October 2017 and April 2018.
- Published a book on Sports Cyberpsychology in June 2018.

Mark Joyce

- 'The Trouble with Colour' delivered Teaching Painting Conference at the Whitworth Gallery, Manchester UK in May 2018.
- Was Artist in Residence for the Arts Council of Ireland, Marino Institute of Education and TCD (2018).

Emma Mathias

- 'Food Security and Mental Health: A Qualitative Exploration of Mediating Factors in Rural and Urban Ghana' delivered at Development Studies Association of Ireland Annual Conference, Dublin on 23rd November 2017.
- 'Exploring the Phenomenology of Mental Illness in Sub-Saharan Africa: A Case Study of Ghana' delivered at the American Psychological Association (APA) Convention

in Moscone Centre, San Francisco, USA on 9th August 2018.

- "Food Security and Mental Health: A Qualitative Exploration of Mediating Factors in Rural and Urban Ghana" delivered at the APA Convention in Moscone Centre, San Francisco, USA on 11th August 2018.
- Won third prize for a research poster at the APA Annual Convention in Moscone Centre, San Francisco, USA on 11th August 2018.

Marian McDonnell

- Awarded Erasmus+ funding of €85,000 for DISABUSE project in October 2017.
- 'Let's Be Safe for Online Safety' at the Stop DISABUSE EU Research Project Launch at DCU Dublin on 4th December 2017.
- 'Designing for Users with Cognitive Impairments' delivered at the International Stop DISABUSE Seminar in ISCTE-IUL Lisbon, Portugal on 3rd March 2018.

Matt Skinner

- 'Circus Born', a feature documentary on Fosse's Circus was screened at the Irish National Gallery on 29th July 2018.

During the academic year 2017/18, a number of staff members in the Faculty of Film, Art & Creative Technologies had publications, including:

Dr Irene Connolly
Dr Maeve Connolly
Dr Mark Curran
Dr Olivia Hurley

6.3.3 Faculty of Enterprise & Humanities Staff Members

Dr Josephine Browne

- Editorial Board member of the Dublin Business Review in September 2017.
- Committee member of the DLR Age Alliance in September 2017.
- Board Member and Chair of the Artistic Policy Committee at Crawford Art Gallery.
- ‘Entrepreneurship and the Cultural and Creative Industries: inextricably intertwined or distant cousins?’ delivered at the ISBE Conference in Belfast from 8th to 9th November 2017.
- Invited by the Equality Challenge Unit UK to be an Athena SWAN panel member of four institution assessments in London in March 2018.

Dr Jenny McDonnell

- ‘I.S. Complex and Carriglea: Exploring a Spatial Palimpsest’ delivered at the Transient Topographies: Space and Interface in Digital Literature and Art event at NUI Galway from 20th to 21st April 2018.
- ‘Empty Houses in the Work of Katherine Mansfield and Walter de la Mare’ delivered at the Katherine Mansfield: New Directions event at Birbeck, University of London from 28th to 29th June 2018.

Dr Therese Moylan

- ‘Historical Female Entrepreneurship – the case of Ireland 1922-1971’ delivered at the ISBE

Conference in Belfast, Northern Ireland from 7th to 8th November 2017.

- ‘Dusty Files, Golden Nuggets – utilising the Business Archives in the search for the history of female entrepreneurship in Ireland 1922-1972’ delivered at the Annual Conference of the Association of Business Historians in Milton Keynes, UK on 26th June 2018.

Eva Perez

- ‘Is Social Media Adoption to be Encouraged? An Academic Perspective’ delivered at the Social Net(work)s in Education and Language Sciences Conference at the University of Heidelberg, Germany on 14th June 2018.
- ‘A Systematic Review of the Application of Social Media as an Educational Tool within Higher Education: an academics’ adoption challenges perspective’ delivered at EduLearn 18, 10th Annual International Conference on Education and New Learning Technologies in Spain on 8th July 2018.

Jeff Taylor

- ‘Achieving inclusive education. Has the Bologna Process helped?’ delivered at International Conference on Engaging Pedagogy in Griffith College, Dublin on 15th December 2017.

During the academic year 2017/18, a number of staff members in the Faculty of Enterprise & Humanities had publications, including:

Dr Jenny McDonnell

Dr Díóg O’Connell

Eva Perez



7 Financial Reporting

7.1 Financial Report

The audited accounts were prepared in accordance with FRS102 and were certified without qualification by the Comptroller and Auditor General on the 1st of November 2019. An abridged version of the financial statements for the year ended 31st August 2018 is set out below.

7.2 Abridged Financial Statements 2017/18

Statement of Comprehensive Income for the year ended 31st August 2018

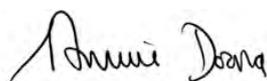
	2018	2017
	€000	€000
Income		
State Grant	8,286	8,718
Tuition Fees	8,885	8,414
Amortisation of Deferred Capital Grants	1,813	1,697
Research Grants and Contracts	466	711
Student Support Funding Income Recognised	267	272
Interest Income	19	21
Deferred Pension Funding	4,868	4,222
Other Income	1,235	1,006
	<u>25,839</u>	<u>25,061</u>
Expenditure		
Staff Costs	14,768	13,474
Retirement Benefit Cost	4,868	4,222
Other Operating Expenses	5,048	4,300
Depreciation	1,813	1,697
	<u>26,497</u>	<u>23,693</u>
Operating (Deficit)/Surplus	<u>(658)</u>	<u>1,368</u>
Experience Loss on Retirement Benefit Obligations	(1,190)	0
Reduction in Pension Liabilities arising from Retirements in the Year	626	0
Changes in Assumptions underlying the Present Value of Retirement Benefit Obligations	(337)	1,353
Total Actuarial (Losses)/Gains in the Year	<u>(901)</u>	<u>1,353</u>
Adjustment to Deferred Retirement Benefits Funding	<u>901</u>	<u>(1,353)</u>
Total Comprehensive (Loss)/Income	<u>(658)</u>	<u>1,368</u>

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

Signed on behalf of the Governing Body



David Holohan
Chairperson



Dr Annie Doona
President

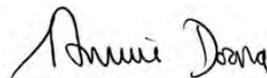
**Statement of Changes in Reserves and Capital Account
for the year ended 31st August 2018**

	Capital Account €000	Capital Development Reserve €000	Revenue Reserve €000	Total €000
At 1 September 2016	41,077	1,626	5,628	48,331
Operating Surplus	0	0	1,368	1,368
Allocated from Recurrent Grant	6	0	0	6
Allocated from Minor Works Grant	367	0	0	367
Allocated from Project Income	18	0	0	18
Amortisation in line with Asset Depreciation	(1,697)	0	0	(1,697)
Transfer between Reserves	0	(1,626)	1,626	0
Movement for the Year	(1,306)	(1,626)	2,994	62
At 31 August 2017	39,771	0	8,622	48,393
Operating Deficit	0	0	(658)	(658)
Allocated from Recurrent Grant	671	0	0	671
Allocated from Minor Works Grant	571	0	0	571
Allocated from Project Income	0	0	0	0
Amortisation in line with Asset Depreciation	(1,813)	0	0	(1,813)
Transfer between Reserves	0	4,000	(4,000)	0
Movement for the Year	(571)	4,000	(4,658)	(1,229)
At 31 August 2018	39,200	4,000	3,964	47,164

Signed on behalf of the Governing Body



David Holohan
Chairperson



Dr Annie Doona
President

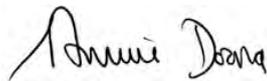
Statement of Financial Position as at 31st August 2018

	2018	2017
	€000	€000
Noncurrent Assets		
Property, Plant and Equipment	<u>39,200</u>	<u>39,771</u>
Current Assets		
Receivables	515	426
Cash and Cash Equivalents	<u>9,074</u>	<u>9,791</u>
	9,589	10,217
Payables		
Amounts falling due within one year	<u>(1,625)</u>	<u>(1,595)</u>
Net Current Assets	<u>7,964</u>	<u>8,622</u>
Retirement Benefits		
Retirement Benefit Obligations	(72,548)	(66,115)
Deferred Retirement Benefit Funding Asset	<u>72,548</u>	<u>66,115</u>
Total Net Assets	<u><u>47,164</u></u>	<u><u>48,393</u></u>
Represented by:		
Capital Account	39,200	39,771
Capital Development Reserve	4,000	0
Revenue Reserve	<u>3,964</u>	<u>8,622</u>
	<u><u>47,164</u></u>	<u><u>48,393</u></u>

Signed on behalf of the Governing Body



David Holohan
Chairperson



Dr Annie Doona
President

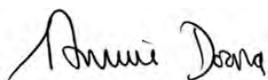
Statement of Cash Flows for the year ended 31st August 2018

	2018	2017
	€000	€000
Net Cash Flow from Operating Activities		
Operating (Deficit)/Surplus	(658)	1,368
Interest Income	(19)	(21)
Depreciation	1,813	1,697
Amortisation of Deferred Capital Grants	(1,813)	(1,697)
(Increase)/Decrease in Debtors	(86)	706
Increase/(Decrease) in Creditors	30	(123)
Net Cash (Outflow)/Inflow from Operating Activities	<u>(733)</u>	<u>1,930</u>
Cash Flows from Financing Activities		
Interest Received	<u>16</u>	<u>18</u>
Cash Flows from Investing Activities		
Payments to acquire Property, Plant and Equipment	<u>(1,242)</u>	<u>(391)</u>
Cash Flows from Financing		
State Recurrent Grant spent on Property, Plant and Equipment	671	6
State Minor Works Grant spent on Property, Plant and Equipment	571	367
Other Funds spent on Property, Plant and Equipment	<u>0</u>	<u>18</u>
Net Cash Inflow from Financing	<u>1,242</u>	<u>391</u>
Net (Decrease)/Increase in Cash and Cash Equivalents	(717)	1,948
Cash and Cash Equivalents at 1 September	<u>9,791</u>	<u>7,843</u>
Cash and Cash Equivalents at 31 August	<u><u>9,074</u></u>	<u><u>9,791</u></u>

Signed on behalf of the Governing Body



David Holohan
Chairperson



Dr Annie Doona
President