

*Dún Laoghaire Institute of
Art, Design & Technology
Annual Report 2020/2021*





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Chairperson's Statement

David Holohan

It gives me great pleasure, on behalf of the Governing Body, to present the annual report for the academic year 2020 – 2021.

I welcome the new members of the 7th Governing Body who took up their Term of Office on 1st April 2021. I look forward to working alongside them over the coming years. I am also grateful to the Minister for Further and Higher Education, Research, Innovation and Science (FHERIS), Simon Harris TD, for his confidence in appointing me to a second Term of Office as Chair of the Governing Body. I wish to acknowledge and thank the outgoing members of the 6th Governing Body for their stewardship of the Institute over the last five years, it was a pleasure to work alongside them.

The year was particularly challenging with the continuing crisis caused by the Covid-19 Pandemic. The changes in national restrictions were particularly challenging. I wish to commend and thank the President, his Executive and the Staff of the Institute on the professionalism with which they met the challenges, and their continued successes on behalf of the Institute. I also wish to acknowledge and commend the continued resilience of our students in coping with the remoteness from campus and their adaptation to hybrid learning methodologies. I wish to acknowledge the supports, particularly the financial supports, provided to the Institute by the HEA and the Department of FHERIS and their officials.

There have been a number of changes in the higher education sector during the year and we welcomed two new Technological Universities: Munster Technological University and Technological University of the Shannon, Midlands, Midwest within the sector, alongside Technological University Dublin. We will welcome two additional Technological Universities in 2022: Technological University of the Atlantic and Technological University of the South East. We look forward to collaborating with them in the future as we have collaborated with their constituent Institutes over recent years.

David Holohan
Chairperson



President's Statement

David Smith

As a society and a community, we have endured the most demanding and difficult of years. Together we have overcome many great personal and professional challenges. Yet, as I write, our community has, in the majority, remained free of significant illness, and thankfully we emerge from this period of uncertainty with real hope and anticipation that a return to more normal times is ahead for our students and our staff.

This period of great disruption due to Covid-19 witnessed significant changes and transformation within Higher Education, as the Technological University "project" accelerated at pace. With our unique mandate as Ireland's sole Institute of Art Design & Technology, we have negotiated this period of change – focused upon delivering our Strategy – while continuously advancing our distinct offer within an increasingly competitive and regionally focused Higher Education Landscape.

To this point, IADT was directly involved, with diverse partners across HE and Enterprise, in successful Research, Innovation and other strategic bids, nationally and internationally, to a value above €25M. This success, and the increasing number of PhDs among staff, has been transformative for the Institute and reflects a step-change in outlook and ambition as we seek to address perceived under-performance in Research, Development and Innovation activities.

This last year also saw the establishment of the seventh Governing Body of IADT. I want to acknowledge the contribution members of the previous Governing Body have made to the strategic development of the Institute. I also want to thank our current Chair and our members for their confidence and support provided to my Executive and me as we negotiated a particularly disruptive period within Higher Education.

I am grateful for the significant financial support the Institute received from both the Department of Further and Higher Education, Research, Innovation and Science, and the HEA. When taken with a commitment to financial prudence and continued operational excellence, this funding ensured the Institute successfully negotiated the various business and financial risks attributed to Covid-19.

President's Statement

David Smith

This report captures and celebrates many successes and achievements of our staff and students — achieved while navigating the uncertainty and challenges of the Covid-19 pandemic. Such achievements would not have been possible without our staff's dedication, expertise, and professionalism. I extend my wholehearted thanks and gratitude to them for their commitment to our students over this difficult year. Their collective successes have been hard-earned but thoroughly deserved.

Our shared ambition is to cement IADT's position as Ireland's leading centre for teaching and research in the creative, cultural, and technological sectors. Our outlook is at once local, regional and national, but ever-increasingly international, as activities and opportunities under the European University Alliance increase. Emerging from this pandemic, we steadfastly believe IADT is where the next generation of creative, innovative, and entrepreneurial leaders will be nurtured and empowered to drive Ireland's creative economy.

Our success, experience and resilience over this last year indicate that we remain well-placed and prepared to fulfil these ambitions.

David Smith
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 2019-2023

IADT completed the review process for its Strategy 2019–2023 and the new Strategic Plan (Better Futures Created Together) was approved by the Governing Body on 6th February 2019 and launched by Mary Mitchell O'Connor T.D., Minister for State for Higher Education on 27th February 2019.

This Strategic Plan sets out our vision for the future, positioning IADT uniquely within Irish higher education, producing creative, entrepreneurial and technologically astute graduates. Continued engagement with industry, with government agencies and with our stakeholders will be key to the success of this Strategic Plan.

Our ambition, as always, is to produce excellent graduates who are highly valued, who live and work as true global citizens, actively contributing to the development of their industries and wider society, and who remain connected to IADT. We continue to develop new thinking and new creative practices. A new and important focus for us in this Strategic Plan will be to expand the regional, national and international reach and potential of specific discipline areas, with a view to developing and growing these areas. We will also place an increased focus on internationalisation, research, online and

flexible learning. We recognise the importance of strategic partnerships and alliances in Ireland at a regional and national level, and internationally.

Equality and fairness are fundamental and core to the Institute. We provide equal opportunities to our students and staff. We celebrate diversity and difference and seek to provide an inclusive environment that is respectful of others and free from discrimination and harassment. We are committed to positive actions to address any imbalances.

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.

2.4.1 Athena SWAN Ireland (Cont'd.)

On 3rd October 2018, the Institute's Governing Body approved the establishment of an Athena SWAN Sub-Committee of Governing Body to oversee the Institute's application. In December 2018, an Athena SWAN/Equality, Diversity & Inclusion Manager was appointed to further the Institute's Athena SWAN accreditation application. In April 2019, the Institute applied to Advance HE for Athena SWAN Bronze accreditation but was unsuccessful on this occasion. The feedback highlighted a number of positive initiatives for gender equality at IADT, for example Young Women in Film and the Women Ready to Lead Pilot Programme in 2019. However, the panel concluded that the application needed a more thorough analysis of the data and a targeted action plan to meet the criteria for Bronze.

The Equality, Diversity & Inclusion Manager, as chair of the IADT Athena SWAN Self-Assessment Team (SAT), is responsible for leading on the Institute's re-application for Athena SWAN accreditation in 2022. The SAT was reconstituted, with additional staff representatives from across the Institute, and student representation by the Students Union VP for Welfare/

Equality. Working groups have also been established to concentrate on specific aspects of the application form, such as: data analysis, culture and organisation, care leave and flexible working; and career development. In December 2020, the Governing Body approved the restructuring of the Equality, Diversity & Inclusion Sub-Committee, which reports directly to the Governing Body on EDI related matters.

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 6th 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 to 31st March 2021. The two student representatives are appointed for a period of one year up to 30th June each year. The Governing Body met on 7 occasions in the period 1st September 2020 to 31st March 2021.

Governing Body Membership & Meetings Attended

Mr. David Holohan	Chairperson	6 (85%)
David Smith	President	7 (100%)
Sorcha Nic Cormaic	DDLETB	5 (71%)
Cllr. Barry Saul	DDLETB	2 (29%)
Mr. Tom Taylor	DDLETB	5 (71%)
Dr Fionnuala Anderson	DDLETB	6 (85%)
Ms. Áine O’Sullivan	KWETB	6 (85%)
Mr. Kieron Connolly	ICTU	6 (85%)
Ms. Aoife Ruane	The Arts Council	4 (57%)
Ms. Maeve McConnon	IDA Ireland	6 (85%)
Mr. Jim Pipe	Houghton Mifflin Harcourt	5 (71%)
Ms. Marie Carroll	Southside Partnership	7 (100%)
Mr. John McDonnell	Irish Film Board	6 (85%)
Mr. Joachim Pietsch	Academic Staff	5 (71%)
Ms. Fiona McLoughlin	Academic Staff	6 (85%)
Ms. Celine Blacow	Staff Member (other than Academic)	4 (57%)

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

Mr. Somhairle Quigley Brennan	From 1st July 2020 to 30th June 2021	7 (100%)
Ms. Rachael Sarsfield Ryan	From 1st July 2020 to 30th June 2021	7 (100%)

3.1 Governing Body (Cont'd.)

The 7th Governing Body of Dún Laoghaire Institute of Art, Design and Technology was appointed by the Minister for Further and Higher Education, Research, Innovation and Science for a five-year term from 1st April 2021. The Governing Body met on 3 occasions in the period 1st April 2021 to 31st August 2021.

Governing Body Membership & Meetings Attended

Mr. David Holohan	Chairperson	3 (100%)
David Smith	President	3 (100%)
Cllr. Kazi Ahmed	DDLETB	1 (33%)
Dr Fionnuala Anderson	DDLETB	2 (67%)
Cllr. Michael Clark	DDLETB	3 (100%)
Ms. Caitriona Murphy	DDLETB	3 (100%)
Cllr. Úna Power	DDLETB	1 (33%)
Cllr. Anne Ferris	KWETB	3 (100%)
Cllr. Peter O'Brien	ICTU	3 (100%)
Mr. Ben Harper	Animation Ireland	3 (100%)
Ms. Sinead Gorby	Dell Ireland	3 (100%)
Ms. Maeve McConnon	IDA Ireland	3 (100%)
Ms. Punitha Sinnapan	Sandyford BID	3 (100%)
Dr Cormac Deane	Academic Staff	2 (67%)
Ms. Eva Perez	Academic Staff	3 (100%)
Mr. Turlough Conway	Staff Member (other than Academic)	3 (100%)

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

Mr. Somhairle Quigley Brennan	From 1st July 2020 to 30th June 2021	3 (100%)
Ms. Rachael Sarsfield Ryan	From 1st July 2020 to 30th June 2022	3 (100%)
Mr. Eoin Hicks Smyth	From 1st July 2021 to 30th June 2022	N/A
Ms. Rachael Sarsfield Ryan	From 1st July 2021 to 30th June 2022	N/A

The Governing Body operates in accordance with the IoT Acts 1992 to 2006 as amended and, in particular, in accordance with the Second Schedule to the Acts, and the Technological Universities Act 2018.

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 September 2020, 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 2020 to 31st August 2021:

Date of Meeting	Number of Members in Attendance
9th September 2020	9
7th October 2020	14
4th November 2020	13
9th December 2020	16
13th January 2021	15
3rd February 2021	15
3rd March 2021	16
14th April 2021	16
5th May 2021	17
16th June 2021	15

During the period 1st April 2020 to 31st August 2021, all meetings of the Governing Body were held remotely due to COVID-19 restrictions.

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 3.2)
- Academic Council (see Section 4.1)
- Equality, Diversity & Inclusion Sub-Committee (see Section 6.2)

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 to 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 2020 and 31st August 2021, the Committee met on 4 occasions: 29th September 2020, 25th November 2020, 18th February, 2021 and 23rd March, 2021.

Audit & Risk Committee membership and meetings attended to 31st April 2021

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

The 7th Governing Body appointed the following Board members as part of the Audit & Risk Committee at their meeting of 16th June 2021:

- Cllr. Dr Michael Clark
- Maeve McConnon

Mr. Sam Dunwoody was appointed by the 6th Governing Body on 12th June 2019 as an independent external member of the committee, for a four-year term of office.

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 2020 to 31st August 2021, the following fees and expenses were paid:

Fees paid to Governing Body members for Attendance & Participation

Member	Fees/Expenses
Mr. David Holohan	Nil / Nil
Mr. David Smith	Nil / Nil
Cllr. Kazi Ahmed	Nil / Nil
Cllr. Michael Clarke	Nil / Nil
Cllr. Anne Ferris	Nil / Nil
Cllr. Peter O'Brien	Nil / Nil
Cllr. Úna Power	Nil / Nil
Cllr. Barry Saul	Nil / Nil
Dr Fionnuala Anderson	Nil / Nil
Ms. Marie Carroll	Nil / Nil
Mr. Kieron Connolly	Nil / Nil
Ms. Sinead Gorby	Nil / Nil
Mr. Ben Harper	Nil / Nil
Ms. Maeve McConnon	Nil / Nil
Mr. John McDonnell	Nil / Nil
Ms. Caitriona Murphy	Nil / Nil
Ms. Siorcha Nic Cormaic	Nil / Nil
Ms. Áine O'Sullivan	Nil / Nil
Mr. Jim Pipe	Nil / Nil
Ms. Aoife Ruane	Nil / Nil
Ms. Punitha Sinnapan	Nil / Nil
Mr. Tom Taylor	Nil / Nil
Dr Cormac Deane	Nil / Nil
Ms. Fiona McLoughlin	Nil / Nil
Ms. Eva Perez	Nil / Nil
Mr. Joachim Pietsch	Nil / Nil
Ms. Celine Blacow	Nil / Nil
Mr. Turlough Conway	Nil / Nil
Mr. Somhairle Quigley Brennan	Nil / Nil
Mr. Eoin Hicks Smyth	Nil / Nil
Ms. Rachael Sarsfield Ryan	Nil / Nil

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

Members	Fees/Expenses
Mr. David Holohan	Nil / Nil
Mr. David Smith	Nil / Nil
Cllr. Kazi Ahmed	Nil / Nil
Cllr. Michael Clarke	Nil / Nil
Cllr. Anne Ferris	€1,425 / Nil
Cllr. Peter O'Brien	Nil / Nil
Cllr. Úna Power	Nil / Nil
Cllr. Barry Saul	Nil / Nil
Dr Fionnuala Anderson	€570 / Nil
Ms. Marie Carroll	€2,280 / Nil
Mr. Kieron Connolly	Nil / Nil
Ms. Sinead Gorby	Nil / Nil
Mr. Ben Harper	Nil / Nil
Ms. Maeve McConnon	Nil / Nil
Mr. John McDonnell	Nil / Nil
Ms. Caitriona Murphy	Nil / Nil
Ms. Sorcha Nic Cormaic	Nil / Nil
Ms. Áine O'Sullivan	Nil / Nil
Mr. Jim Pipe	Nil / Nil
Ms. Aoife Ruane	Nil / Nil
Ms. Punitha Sinnapan	Nil / Nil
Mr. Tom Taylor	Nil / Nil
Dr Cormac Deane	Nil / Nil
Ms. Fiona McLoughlin	Nil / Nil
Ms. Eva Perez	Nil / Nil
Mr. Joachim Pietsch	Nil / Nil
Ms. Celine Blacow	Nil / Nil
Mr. Turlough Conway	Nil / Nil
Mr. Somhairle Quigley Brennan	Nil / Nil
Mr. Eoin Hicks Smyth	Nil / Nil
Ms. Rachael Sarsfield Ryan	Nil / Nil

3.4 Senior Staff as at 31st August 2021

IADT senior staff members as at 31st August 2021 are listed below:

Name	Title
Mr. David Smith	President
Dr Andrew Power	Registrar
Mr. Bernard Mullarkey	Secretary/Financial Controller
Ms. Emma Leahy	Head of Research, Development & Innovation
Mr. Rónán Ó Muirthile	Head of Faculty of Film, Art & Creative Technologies
Dr Josephine Browne	Head of Faculty of Enterprise & Humanities
Mr. David Doyle	Academic Administration & Student Affairs Manager
Ms. Anne Marie Phelan	Enterprise & Innovation Manager
Ms. Claire McGing	Equality, Diversity & Inclusion Manager
Ms. Grace Weldon	Estates & Facilities Manager
Mr. Conor Logan	Finance Manager

3.4 Senior Staff as at 31st August 2020 (Cont'd.)

Name	Title
Dr Tina Kinsella	Head of Dept. Design & Visual Arts
Dr Therese Moylan	Head of Department of Entrepreneurship
Ms. Vanessa Gildea	Head of Department of Film & Media (<i>Acting</i>)
Dr Kevin Wallace	Head of Department of Humanities & Arts Management
Dr Andrew Errity	Head of Department of Technology & Psychology
Prof. Daithí Mac Síthigh	Head of Research
Ms. Niamh Clifford	Human Resource Manager
Mr. Colm Hennessy	I.T. Manager
Ms. Jane Buggle	Librarian
Ms. 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 7th November 2018. Changes to the membership of the various sub-Committees were also approved. Due to the COVID-19 pandemic and subsequent lockdown, on 24th March 2020, Academic Council delegated authority to the President and the Executive Team until the 1st June 2020. With the extension of closures due to the COVID-19 pandemic, on 4th June 2020, Academic Council delegated authority to the President and Chairs of the Sub-Committees until the 1st September 2020.

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 2021 is as follows:

Ex Officio Members of Academic Council

David Smith	President & Chair
Dr Andrew Power	Registrar & Deputy Chair

Emma Leahy	Head of Research, Development & Innovation
Dr Josephine Browne	Head of Faculty of Enterprise & Humanities
Rónán Ó Muirthile	Head of Faculty of Film, Art & Creative Technologies
David Doyle	Academic Administration & Student Affairs Manager
Jane Buggle	Librarian
Eoin Hicks Smyth/ Rachael Sarsfield Ryan	Students' Union Representative

Nominated Members of Academic Council

Vanessa Gildea	Head of Dept. of Film & Media
Clyde Doyle	Faculty of Film, Art & Creative Technologies
Aoife Giles	Faculty of FACT (p/t attendance)
Conor Brennan	Faculty of Film, Art & Creative Technologies
Dr Kevin Wallace	Head of Dept. of Humanities & Arts Management
Dr Cormac Deane	Faculty of Enterprise & Humanities

Nominated Members of Academic Council (Cont'd.)

Anne Wright	Faculty of Film, Art & Creative Technologies
Dr Catherine Cronin	Faculty of Enterprise & Humanities
Dr Sarah Balen	Faculty of Enterprise & Humanities
Bláithin McLoughlin	Faculty of Enterprise & Humanities
Vacant	Student Body Representative (F/T)
Vacant	Student Body Representative (P/T)

4.2 Academic Governance

The Qualifications and Quality Assurance (Education and Training) Act (amendment) 2019 formally established all institutes of technology as autonomous designated awarding bodies from 1 January 2020, enabling them “to make awards, with the exception of Doctoral degrees, to students where the college has satisfied itself that the students have acquired the appropriate standard of knowledge, skill or competence for awards that are included within the National Framework of Qualifications.”

As a consequence of this Act, IADT is now such a Designated Awarding Body (DAB) and the Institute is responsible for the ongoing Quality Assurance and Quality Enhancement of all of its programmes. As a matter of best practice, IADT continues to undertake a detailed formal review of its programmes on a regular basis through the Programmatic Review process. During the Programmatic Review process, each programme is reviewed internally and subsequently ‘revalidated’ by an independent expert panel. Programmatic Reviews were carried out for the Faculty of Enterprise & Humanities in April 2020, and for the Faculty of Film, Art & Creative Technologies in June 2020.

Until 2019, IADT operated under delegated authority from Quality and Qualifications Ireland (QQI) to make awards at levels 6 to 9 of the National Framework of Qualifications (NFQ). IADT followed clearly established guidance and procedures to determine design, approval and validation of programmes and awards. Under this arrangement IADT was Delegated Authority to make the following awards:

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)

4.3 Approved Courses

Outlined below is IADT's course offering for 2020/2021 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 - 2020/2021

Faculty of Enterprise & Humanities

Course Title	Validated
Bachelor of Arts (Hons) Arts Management	May 2020
Bachelor of Arts (Hons) Digital Marketing	June 2019
Bachelor of Arts (Hons) English & Equality Studies	June 2019
Bachelor of Arts (Hons) English, Media & Cultural Studies	April 2015
Bachelor of Arts (Hons) New Media Studies	May 2020
Bachelor of Business Applied Entrepreneurship	May 2020
Bachelor of Business (Hons) Entrepreneurship (Add-on) Yr.4 only	May 2020
Bachelor of Business (Hons) Business Management	June 2019

Faculty of Film, Art & Creative Technologies

Course Title	Validated
Bachelor of Arts (Hons) Animation	June 2020
Bachelor of Arts (Hons) Art	June 2020

Course Title	Validated
Bachelor of Arts (Hons) Creative Music Production	July 2020
Bachelor of Arts (Hons) Design for Stage & Screen	
– Character Make-up Design	November 2014/
– Costume Design	<i>(Restructured in</i>
– Production Design	<i>June 2020)</i>
Bachelor of Arts (Hons) Film & Television Production	November 2014 <i>(Restructured in</i> <i>June 2020)</i>
Bachelor of Arts (Hons) Interaction & User Experience Design	March 2020
Bachelor of Arts (Hons) Photography	November 2014 <i>(Restructured in</i> <i>October 2020)</i>
Bachelor of Arts (Hons) 3D Design, Model Making & Digital Art	November 2015 <i>(Restructured in</i> <i>June 2020)</i>
Bachelor of Arts (Hons) Visual Communication Design	October 2014 <i>(Restructured in</i> <i>June 2020)</i>
Bachelor of Science (Hons) Applied Psychology	July 2020
Bachelor of Science (Hons) Creative Computing	July 2020
Bachelor of Science (Hons) Creative Media Technologies	November 2014

4.3.2 Postgraduate Courses - 2020/2021

Course Title	Validated
Master of Arts Art & Research Collaboration	June 2018
Master of Arts Broadcast Production for Radio & Television	June 2018
Master of Arts Cinematography (Joint Mundus)	June 2018
Master of Arts Design for Change	June 2018
Master of Arts in Screenwriting for Film & Television	June 2018
Master of Arts in 3D Animation	June 2019
Master of Business Cultural Event Management (P/T)	June 2018
Master of Business Digital Entrepreneurship	June 2018
Master of Business Equality, Diversity & Inclusion	June 2019
Master of Science Cyberpsychology (P/T)	June 2018
Master of Science User Experience Design (P/T)	June 2018
Postgraduate Diploma Business Cultural Event Management	June 2018
Postgraduate Diploma Business Digital Entrepreneurship (P/T)	June 2018

Course Title	Validated
Postgraduate Diploma Digital Sculpting & Modelling	October 2020
Postgraduate Diploma in Business Equality, Diversity & Inclusion	June 2019
Postgraduate Diploma Series Production	October 2020
Postgraduate Diploma User Experience Design (P/T)	December 2016

4.3.3 Special Purpose Awards –2020/2021

Course Title	Validated
Certificate Applied Digital Business	Sept. 2020
Certificate Critical Research: Foundation, Futures & Skills	June 2018
Certificate Cultural Event Management	November 2020
Certificate Cyberpsychology	June 2018
Certificate Data Visualisation	June 2015
Certificate Design Thinking	Oct. 2017
Certificate Digital Sculpting & Modelmaking	October 2020

4.3.3 Special Purpose Awards –2020/2021 (Cont'd.)

Course Title	Validated
Certificate Fundamentals of User Experience Design	September 2016
Certificate Interaction Design Principles	November 2020
Certificate Production Management for Animation	June 2019
Certificate Research Methods for the Creative Practices	December 2018
Certificate Sports Psychology	June 2018
Certificate Strategic Finance Taxation	November 2020
Certificate User Research User Experience Design	November 2020
Certificate Writing Television Drama	December 2018

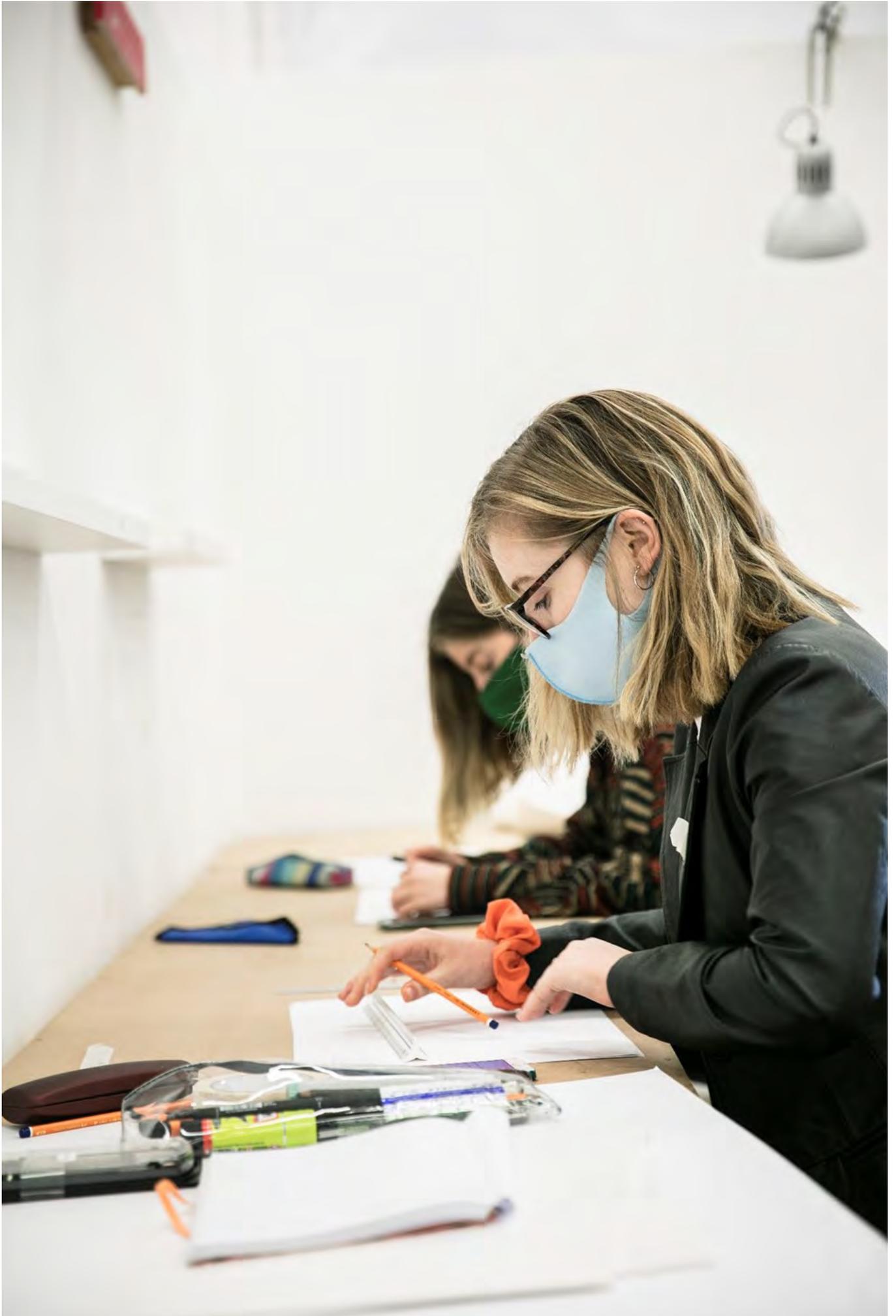
4.3.4 Masters Degrees by Research Courses

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 Courses Approved 2020/2021

During the academic year 2020/2021, the following new courses were approved:

- Higher Diploma in Business in Digital Content Creation
- MA Producing & Directing Television
- Certificate New Ways of Telling Stories
- Certificate Producers as Leaders
- Certificate Production Management



4.4 External Examiners

External Examiners appointed for each programme for the academic year 2020/2021 are outlined below:

4.4.1 Faculty of Enterprise & Humanities - External Examiners 2020/2021

Bachelor of Business Applied Entrepreneurship

Dr Cedric Chau

Mr. Mark Finan

Ms. Angela Hamouda

Ms. Lesley Haughan

Ms. Eleni Rozaki

Ms. Ruth Vance Lee

Bachelor of Arts (Hons) Arts Management

Dr Cedric Chau

Mr. Mark Finan

Ms. Lesley Haughan

Ms. Ruth Vance Lee

Dr Pamela Yeow

Bachelor of Arts (Hons) Digital Marketing

Ms. Bairbre Brennan

Bachelor of Arts (Hons) Digital Marketing & Sales

Mr. Glenn Mehta

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

Dr Jennie Carlsten

Dr Susan Norton

Dr Ian Walsh

Bachelor of Arts (Hons) New Media Studies

Dr Jennie Carlsten

Mr. Mark Finan

Dr Pamela Yeow

Bachelor of Business (Hons) Entrepreneurship (1 Year Add-on F/T and P/T)

Dr Cedric Chau

Ms. Angela Hamouda

Ms. Lesley Haughan

Ms. Eleni Rozaki

Bachelor of Business (Hons) Business Management

Dr Cedric Chau

Mr. Mark Finan

Ms. Angela Hamouda

Ms. Lesley Haughan

Ms. Eleni Rozaki

Ms. Ruth Vance Lee

4.4.1 Faculty of Enterprise & Humanities -
External Examiners (Cont'd.)

Master of Business Cultural Event Management

Dr Steven Hadley

Master of Business Digital Entrepreneurship

Dr Fiona Oster

**Master of Business Equality, Diversity &
Inclusion**

Dr Cedric Chau

4.4.2 Faculty of Film, Art & Creative Technologies -
External Examiners 2020/2021

Bachelor of Arts (Hons) Animation

Mr. Andrew Selby

Dr Angela Stukator

Bachelor of Arts (Hons) Art

Dr Sarah Smith

Ms. Kate Strain

Bachelor of Arts (Hons) Creative Music Production

Dr Brian Bridges

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

Dr Paul Moore

Ms. Siobhan O’Gorman

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

Dr Paul Moore

Ms. Siobhan O’Gorman

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

Dr Paul Moore

Ms. Siobhan O’Gorman

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

Dr Nicolas Khabbaz

Dr Tony Tracy

**Bachelor of Arts (Hons) Interaction & User
Experience Design**

Ms. Rosie Martin

4.4.2 Faculty of Film, Art & Creative Technologies -
External Examiners 2020/2021 (Cont'd.)

Bachelor of Arts (Hons) Photography

Dr Liam Devlin

Ms. Clare Gallagher

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

Ms. Clare Holman

Dr Niamh NicGhabhann

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

Mr. Pablo Juncadella

Dr Javier Gimeno Martinez

Bachelor of Science (Hons) Applied Psychology

Dr Gillian Murphy

Dr Richard Roche

Bachelor of Science (Hons) Creative Computing

Ms. Valerie Butler

Mr. Eamonn de Leastar

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

Ms. Sinead McDonald

Master of Arts Art & Research Collaboration

Ms. Marie Anne McQuay

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

Mr. Kevin Burns

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

Ms. Sarah Arnold

Mr. David Collins

Master of Arts Screenwriting

Ms. Sarah Arnold

Mr. James Mavor

Master of Arts 3D Animation

Mr. Andrew Selby

4.4.2 Faculty of Film, Art & Creative Technologies -
External Examiners 2020/2021 (Cont'd.)

Master of Science Cyberpsychology

Dr Linda Kayne

Dr Maša Popovac

Master of Science User Experience Design

Dr Trevor Hogan

Ms. Fiona Murphy

Postgraduate Diploma User Experience Design

Dr Trevor Hogan

Ms. Fiona Murphy

4.4.3 Special Purpose Awards External Examiners
2020/2021

Certificate Applied Digital Business

Mr. Glenn Mehta

Certificate Assessment and Evaluation

Ms. Gina Noonan

Certificate Critical Research

Dr Maša Popovac

Certificate Cyberpsychology

Dr Linda Kayne

Certificate Design Thinking

Ms. Fiona Murphy

Certificate Fundamentals User Experience Design

Dr Trevor Hogan

Ms. Rosie Martin

Certificate Interaction Design Principles

Ms. Rosie Martin

Certificate Sports Psychology

Dr Gillian Murphy

Certificate Writing Television Drama

Mr. James Mavor



4.5. Student Numbers 2020/2021

4.5.1 Student Numbers by Discipline 2020/2021

	1st Years	Other Years	Total
BA in Creative Music Production	0	4	4
BBus in Applied Entrepreneurship	24	50	74
BA (Hons) Animation (F/T and P/T)	38	90	128
BA (Hons) Art	43	104	147
BA (Hons) Arts Management	30	65	95
BA (Hons) Creative Music Production	46	83	129
BA (Hons) Design for Stage & Screen—Costume Design	14	27	41
BA (Hons) Design for Stage & Screen—Character Makeup Design	14	31	45
BA (Hons) Design for Stage & Screen—Production Design	11	35	46
BA (Hons) Digital Marketing	22	0	22
BA (Hons) English & Equality Studies	5	0	5
BA (Hons) English, Media & Cultural Studies	25	91	116
BA (Hons) Film & Television Production	33	99	132
BA (Hons) Interaction & User Experience Design	8	0	8
BA (Hons) New Media Studies	35	103	138
BA (Hons) Photography	20	48	68
BA (Hons) 3D Design, Modelmaking & Digital Art	25	79	104
BA (Hons) Visual Communication Design	31	95	126
BSc (Hons) Applied Psychology	75	170	245
BSc (Hons) Creative Computing	42	101	143
BSc (Hons) Creative Media Technologies	0	40	40

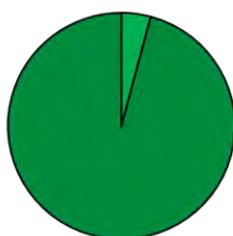
4.5.1 Student Numbers by Discipline 2020/2021 (Cont'd.)

	1st Years	Other Years	Total
BBus (Hons) Entrepreneurship (Add-on F/T and P/T)	0	19	19
BBus (Hons) Business Management	33	105	138
MA Art & Research Collaboration	0	24	24
MA Broadcast Production for Radio & Television	0	18	18
MA Cinematography (Joint Mundus)	0	2	2
MA Design for Change	0	7	7
MA Screenwriting for Film & Television	0	13	13
MA 3D Animation	0	10	10
MBus Cultural Event Management (P/T)	0	4	4
MBus Digital Entrepreneurship (F/T and P/T)	0	13	13
MBus Equality, Diversity & Inclusion	0	13	13
MSc Cyberpsychology (P/T)	0	33	33
MSc User Experience Design (P/T)	0	41	41
PgDip Business Cultural Event Management (P/T)	0	26	26
PgDip Business Digital Entrepreneurship (P/T)	0	27	27
PgDip Certificate Digital Sculpting & Modelmaking (P/T)	0	18	18
PgDip Business Equality, Diversity & Inclusion (P/T)	0	1	1
PgDip Series Production	0	15	15
PgDip User Experience Design (P/T)	0	19	19
Certificate Applied Digital Business (SPA)	0	21	21
Certificate Critical Research: Foundation, Future & Skills (SPA)	0	2	2

4.5.1 Student Numbers by Discipline 2020/2021 (Cont'd.)

	1st Years	Other Years	Total
Certificate Cultural Event Management (SPA)	0	10	10
Certificate Cyberpsychology (SPA)	0	28	28
Certificate Data Visualisation (SPA)	0	14	14
Certificate Design Thinking (SPA)	0	9	9
Certificate Fundamentals of User Experience Design (SPA)	0	14	14
Certificate Interaction Design Principles (SPA)	9	0	9
Certificate Production Management for Animation (SPA)	0	37	37
Certificate Research Methods for the Creative Practices (SPA)	0	1	1
Certificate Sports Psychology (SPA)	0	19	19
Certificate Strategic Finance & Taxation (SPA)	0	7	7
Certificate User Research in User Experience Design (SPA)	15	0	15
Certificate Writing Television Drama (SPA)	0	23	23
Total (excluding Masters by Research students)	598	1,909	2,507

4.5.2 Full-time Student Enrolments 2020/2021



Full-time Students enrolled by

Ordinary Bachelor Degree (Level 7)

Female 7 Male 10 Not Given 0

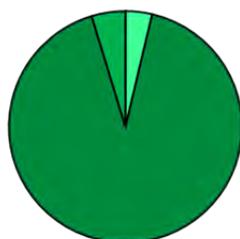
- Total 24 (4% of 1st Year Students)

Honours Bachelor Degree (Level 8)

Female 269 Male 272 Not Given 9

- Total 550 (96% of 1st Year Students)

4.5.3 Full-time Student Numbers by Award



Overall Full-time Students by Award

Ordinary Bachelor Degree (Level 7)

Female 19 Male 59 Not Given 0

- Total 78 (4% of Students)

Honours Bachelor Degree (Level 8)

Female 999 Male 924 Not Given 11

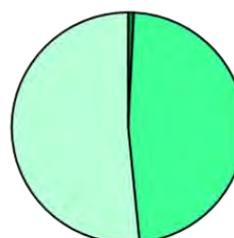
- Total 1934 (91% of Students)

Masters/Postgraduate Diploma

Female 59 Male 37 Not Given 3

- Total 99 (5% of Students)

4.5.4 Part-time Students by Award



Overall Part-time Students by Award

Honours Bachelor Degree (Level 8)

Female 2 Male 0 Not Given 0

- Total 2 (0.5% of Students)

Masters/Postgraduate Diploma

Female 104 Male 61 Not Given 2

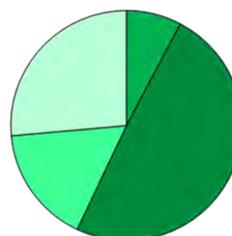
- Total 167 (41,5% of Students)

Special Purpose Awards

Female 144 Male 88 Not Given 1

- Total 233 (58% of Students)

4.5.5 Graduate Numbers by Award



Graduate Numbers by Award

Ordinary Bachelor Degree (Level 7)

Female 15 Male 53

- Total 68 (8% of Students)

Honours Bachelor Degree (Level 8)

Female 217 Male 218

- Total 435 (49% of Students)

Masters/Postgraduate Diploma

Female 91 Male 55

- Total 146 (17% of Students)

Special Purpose Awards

Female 150 Male 83

- Total 233 (26% of Students)

4.6 Student Prizes, Scholarships & Achievements 2020/2021

4.6.1 Student Prizes

Allied Irish Banks Awards (Nov. 2020)

The following students received Allied Irish Bank Awards at the conferring ceremony on 6th November 2020:

- Aisling Byrne [BA (Hons) English, Media & Cultural Studies];
- Patrick Naramore [BA (Hons) English, Media & Cultural Studies].

Blackrock Education Centre Awards (Nov. 2020)

Keith Judge [BSc (Hons) Applied Psychology] received the Best Educational Project Award sponsored by the Blackrock Education Centre at the conferring ceremony on 6th November 2020.

Chartered Institute of Management Accountants (CIMA) Awards (Nov. 2020)

The following students received CIMA Awards at the conferring ceremony on 6th November 2020:

- Stephanie Abano [BBus Applied Entrepreneurship] received the Finance 3 Award;
- Kate Pollard [BA(Hons) Arts Management] received the Financial Management Award;
- Yolanda Prendeville Ryan [BBus (Hons) Entrepreneurship & Management] received the Taxation & Finance Award.

Dún Laoghaire Rathdown County Enterprise Office Student Awards (Nov. 2020)

The following students received Dún Laoghaire Rathdown County Enterprise Office Student Awards at the conferring ceremony on 6th November 2020:

- Amy Carter [BA (Hons) Arts Management] received the Strategic Arts Management Award;
- Eva Kane [BBus (Hons) Entrepreneurship] received an Entrepreneurship Award;
- Denise McElhinney [PgDip in Business in Digital Entrepreneurship] received an Entrepreneurship Award;
- Andy Molloy [BBus Applied Entrepreneurship] received an Entrepreneurship Award.

Faculty Student of the Year Awards (Nov. 2020)

The following students received Faculty Student of the Year Awards at the conferring ceremony on 6th November 2020:

- Aminah Dastan [MBA Cultural Event Management] received the Mary Ryan Memorial Award
- Miguel Antonio Escobar Silva [MA Creative Production & Screen Finance]
- Liza Freeman [MA Art & Research Collaboration]
- Hilary Goudie [MSc User Experience Design]
- Casey Hinton [MA Interdisciplinary Design Strategy]



Ciara McGoldrick

4.6.1 Student Prizes (Cont'd.)

Faculty Student of the Year Awards (Cont'd.)

- David Jackson [PgDip User Experience Design]
- Sarah McCarroll [BA (Hons) Photography], plus a Thesis Award for Academic Excellence for "I'll Know it when I see it"
- Margaret McEntee [BSc (Hons) Applied Psychology]
- Stephen McHale [BA (Hons) Film & Television Production]
- Sophie McKenzie [BA (Hons) Design for Stage & Screen – Character Makeup Design] received the Aileen MacKeogh Award
- Ciaran Mulligan [BSc (Hons) Creative Media Technologies]
- Faye Oliver [BA (Hons) in Visual Communication Design]
- Claire O'Sullivan [BA (Hons) 3D Design, Modelmaking & Digital Art]
- Katie O'Sullivan [MSc Cyberpsychology]
- Heather Roche [BA (Hons) Design for Stage & Screen]
- Ryan Shirley [BSc (Hons) Creative Computing]
- Luke van Gelderen [BA (Hons) Art]

Sponsored Awards (Nov. 2020)

The following NFS students received awards at the conferring ceremony on 6th November 2020:

- Simon Ashe Browne [MA Screenwriting for Film & Television] received the Writers Guild of Ireland Award for Screenwriting;
- Derek Davis [MA Broadcast Production] received the Virgin Media Award;
- Niall Delahan [BA Creative Music Production] received a Third Year Student of the Year Award sponsored by Youlean and Melda;
- Peter Jones [BA (Hons) Creative Music Production] received a Fourth Year Student of the Year Award sponsored by Youlean and Melda;
- Ciara McGoldrick received the IADT Graduate Student Award sponsored by The Dock, which included the opportunity to take part in an exhibition, plus a €1,000 prize;
- Aisling O'Regan Sargent [BA (Hons) Film & Television Production] received the Screen Directors Guild of Ireland Award;
- Sophie Quin [BA (Hons) Animation] received an Animation Award sponsored by Windmill Lane Pictures.

Olivia Burke Awards (Nov. 2020)

The following student received Olivia Burke Awards at the conferring ceremony on 6th November 2020:

- Dean Monks [BBus Applied Entrepreneurship]
- Jodie Mitchell [BBus (Hons) in Entrepreneurship & Management].





4.6.2 Student/Graduate External Awards

Irish Film & Television Academy (IFTA) Awards (Oct. 2020)

The following received awards at the virtual IFTA ceremony held on 18th October 2020:

- Hannah Quinn [MA Screenwriting 2008] received the Best Director TV Award for 'Blood';
- Jack O'Shea [BA (Hons) Animation 2012] won the Short Animation Award for 'The Dream Report';
- Piers McGrail [BA (Hons) Film & Television Production 2008] won the Cinematography Award for 'Never Grow Old';
- Mick Mahon [BDes. Film & Video Design 1998] won the Editing Award for 'Gaza';
- Nicholas Murphy [BA (Hons) Entrepreneurship 2010] won the VFX Award for 'We Have Always Lived in the Castle.

Universal Design Grand Challenge 2020 Award (Nov. 2020)

Vicki Anderson [MSc User Experience Design] won the Universal Design Grand Challenge 2020 Award run by the Centre for Excellence in Universal Design and hosted by the National Disability Authority on 12th November 2020. Vicki's project, a voice-based app to assist visually impaired customers complete their grocery shopping was designed in response to a

research project for Musgrave Ireland and their SuperValu business who partnered with IADT.

Pallas Projects Mentorship Award (Nov. 2020)

Lana May [BA (Hons) Art 2020] was awarded a Pallas Projects Mentorship Award which recognises skills in exhibition administration, communications, organisation, project management and teamwork. As part of the Award, Lana received a stipend and three mentoring sessions with a curator from Pallas Projects.

Inspirational Arts Photography Award 2020 (Nov. 2020)

Jialin Long [BA (Hons) Photography 2020] won the Inspirational Arts Photography Award 2020 for her project entitled 'Red Illuminates', which was created as a reflection on the culture in socialist countries. As part of her prize, Jialin had the opportunity to make her own publication in the online Library Project.

IDI Graduate Design Awards (Dec. 2020)

The following 2020 BA (Hons) in Visual Communications Design graduates received awards at the IDI Graduate Design Awards ceremony held virtually on 3rd December 2020:

- Andrew Burns won the Grand Prix and Design Research Award for 'Queer Patriotism: Alternative Miss Ireland 1987-2021';



Derek Ugochukwu



Laura Mahady

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

IDI Graduate Design Awards (Cont'd.)

- Kate McCauley won the Visual Communication Brand Identity Award for 'The Coop – Community Run Micro Farms' and the Visual Communications Use of Typography in Design Award for 'Tree ID 103718';
- Niamh McArdle won the Visual Communication Printed Material Award for 'The Student Society of Divine Dwellings';
- Emily O'Connor won the Film and Television Award for 'Banished Opera';
- Faye Oliver won the Visual Communication Printed Book Award for 'United Citizens';
- Emily Torpey won the Visual Communication Design for Digital Award for 'Terra, your personal forest bathing guide'.

Dublin International Film Festival & Catalyst Film Festival Winner (Mar. 2021)

'To All My Darlings', a short film written, produced and directed by National Film School graduates won the Audience Award for Best Short at the Dublin International Film Festival and the Spirit of the Festival Award at the Catalyst Film Festival both held in March 2021.

The film was written by Derek Ugochukwu [MA Screenwriting for Film & Television 2019] and was directed and produced by Lia Campbell [BA (Hons) Film & Television Production 2020].

British Psychology Society Northern Ireland Conference Award (April 2021)

Laura Mahady [4th Year BA (Hons) Applied Psychology] was awarded the Best Undergraduate Presentation Award at the BPS NI Conference which took place virtually between 15th to 16th April 2021. Laura's presented her project entitled 'Predictors of Compliance with Covid-19 Precautionary Measures: Empathy, Age and Gender'.

IADT/DLR Stories From Isolation Competition Winners (May 2021)

The following students received prizes in the Stories From Isolation Competition, a collaboration between IADT and the Dún Laoghaire Rathdown County Council:

- Tori Keegan [2nd Year BA (Hons) New Media Studies] won 3rd Place for her 2nd Year film entitled 'Close Proximity';
- Aisling Keogh [1st Year of BA (Hons) Film & Television Production] won 2nd Place for her film entitled 'Immune';



Éadaoin Hennessy



Tilly Morris

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

IADT/DLR Stories From Isolation Competition Winners (Cont'd.)

- Mark Lynch [1st Year of BA (Hons) Film & Television Production] won 1st Place for his film entitled 'His Car';
- Killian O'Boyle [1st Year BA (Hons) New Media Studies] won 4th Place for his 1st Year Film entitled 'Losing my Marbles';
- Daniel Sedgwick [1st Year BA (Hons) Film & Television Production] won the Special Mention Award for his film entitled 'Hope'.

Indigo Design Awards (May 2021)

Éadaoin Hennessy [4th Year BA (Hons) Visual Communication Design] won an International Indigo Award for Film Title Design at the annual worldwide Indigo Design Awards. The competition recognises design excellence in digitally-authored projects across graphic, mobile and game design. Éadaoin received a Silver prize for 'Nymph' in the Main Title Design student category.

Royal Television Society Awards – Irish Region (Jun. 2021)

'To All My Darlings', the short film written, produced and directed by National Film School graduates won the Best

Cinematography Award at the Royal Television Society Awards – Irish Region.

4.6.3 Student/Graduate Achievements

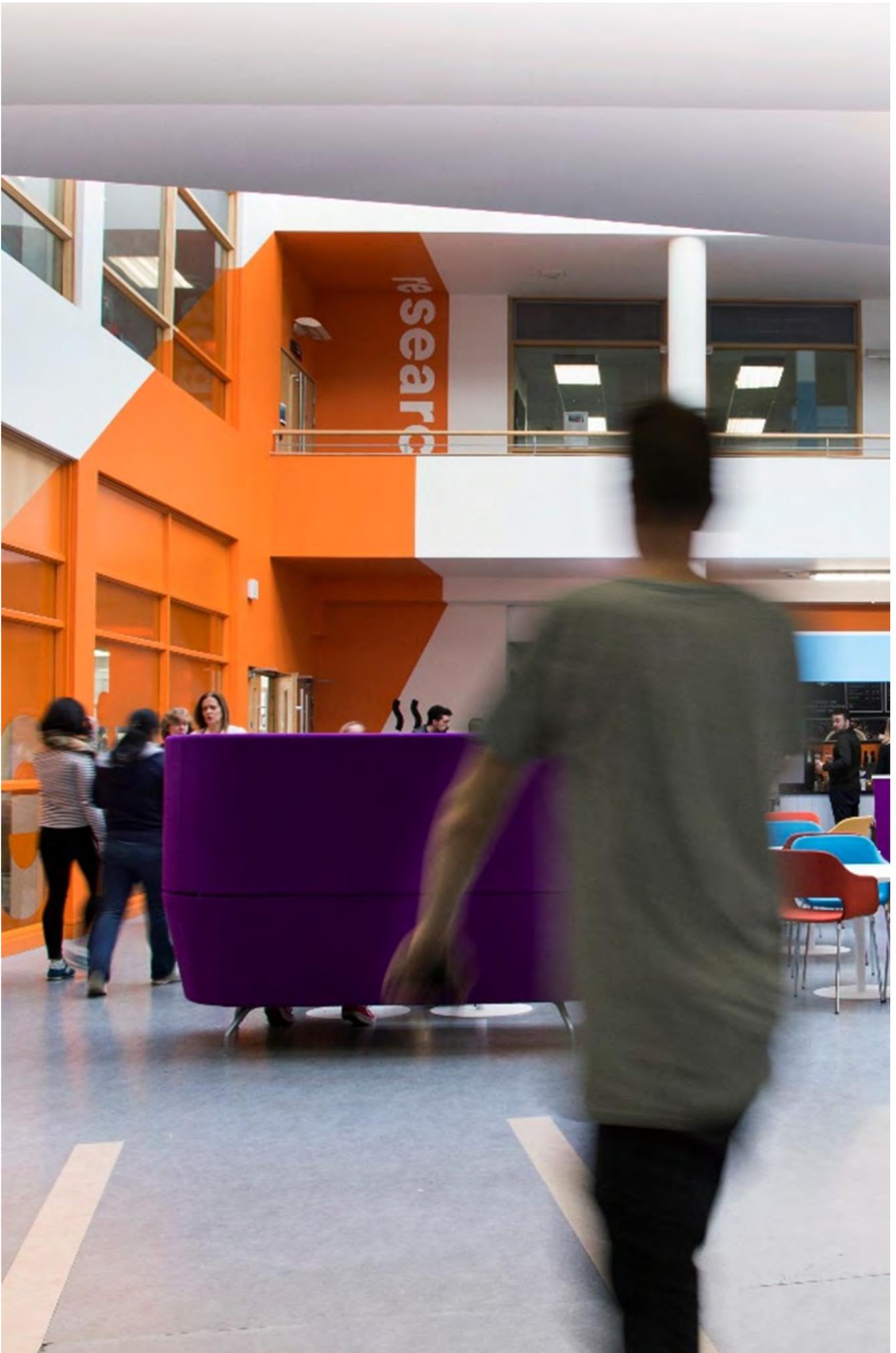
CAMERIMAGE Festival (Nov. 2020)

Three NFS BA (Hons) Film & Television Production graduate films were selected for the EnergaCAMERIMAGE International Film Festival, which was held virtually from Toruń, Poland between 15th and 21st November 2020. The three films which were screened in the Student Etudes Panorama were:

- 'Post Love' directed by Max Berry and shot by Tiernan O'Rourke ;
- 'SOS' directed by Daragh Goan and shot by Ronan Cooper;
- Sisters' directed by Etáin Nash and shot by Andrew Khew.

dlr Emerging Artist Bursary (Nov. 2020)

Tilly Morris, graduate of the BA (Hons) in Art 2020, received an Emerging Artist Bursary funded by The Arts Council. As part of the award, Tilly received a Bursary of €2,000 for the creation and development of new work to support her in furthering her artistic career.





Critical Hit



Ronan Cassidy & Jonathan Hynes

4.6.3 Student/Graduate Achievements (Cont'd.)

ANIMAZE Animation Film Festival (Nov. 2020)

'Critical Hit', a three-minute animated film from National Film School students and graduates was selected for screening at the ANIMAZE – Montreal International Animation Film Festival on 19th November 2020. The film was directed by Siobhán Hardt, Sinéad Keane and Bobby McCune [BA (Hons) in Animation 2019], produced by Cian Desmond [BA (Hons in Film & Television Production 2019)] and was sound designed by Sean Egan and Sean Cullen [both 4th Year BA (Hons) in Creative Music Production]. 'Critical Hit' will make its public online premiere on Vimeo on Friday, 2nd January 2020. Previously, the film was selected for screening at both the Kerry International Film Festival (October 2019) and the Dublin Animation Film Festival (October 2019).

dlr First Frames Scheme Funding 2020/2021 (Dec. 2020)

IADT National Film School graduates, Jonathan Hughes [BA (Hons) in Film & Television Production 2013] and Ronan Cassidy [National Cert. in Humanities in Radio Broadcasting 2002] were awarded funding for their films 'La Tumba' and 'A Runner' under the dlr First Frames Scheme 2020/2021. Jonathan wrote 'La Tumba' and Ronan produced 'A Runner'. The

Scheme provides funding and support to emerging filmmakers looking to develop ambitious and creative short films based in Dún Laoghaire-Rathdown. The films will be completed in Autumn 2021.

IDI Graduate Design Awards (Dec. 2020)

The following 2020 BA (Hons) in Visual Communications Design graduates received commendations at the IDI Graduate Design Awards ceremony held virtually on 3rd December 2020:

- Andrew Burns in the Visual Communication Brand Identity category for 'Blotch Skin Health' and in the Visual Communication Printed Book category for 'Becoming';
- Melissa D'Agostini in the Visual Communication Design for Digital category for 'BUNDLE!';
- Olivia Gangnus in the Visual Communication Design for Digital category for 'Plantpal';
- Grace Hickey in the Design Research category for 'Homonationalism and Pinkwashing: The Rebranding of Israel (2010-2019)';
- Faye Oliver in the Visual Communication Brand Identity and Visual Communication Printed Material categories for 'United Citizens'.



In the Making exhibition



Laura Mahon

4.6.3 Student/Graduate Achievements (Cont'd.)

In the Making: High Heart Exhibition (Feb. 2021)

IADT BA (Hons) Art 4th year students exhibited their work as part of an online group exhibition entitled 'In the Making: High Heart' at the Pallas Projects between 17th and 27th February 2021. The works included in the exhibition were produced remotely due to Covid-19 restrictions and were realised in a range of media. The themes explored new forms of intimacy in public and private space; tensions between fabricated and organic structures; traditions surrounding death and funerals; mechanisms for the control of nature; representations of the human body; and the constant demand for emotional labour in the customer service industry.

George Moore Scholarships (Jul. 2021)

IADT graduates, Laura Mahon [BA (Hons) Applied Psychology 2020] and Stacey O'Carroll [BA (Hons) Visual Communication Design 2020] were awarded a prestigious George Moore Scholarship by the Irish Government. The George Moore Scholars programme is an all-Ireland scholarship which supports

academically talented students who wish to undertake a Masters degree in the USA, Canada, UK, Australia or New Zealand. Laura will undertake an MA in Art Therapy degree at George Washington University, and Stacey will undertake a Master of Science degree in Information Experience Design at Pratt Institute, New York.

4.7 Student Services & Facilities 2020/2021

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 students 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;

4.7.2 Student Experience Sub-Committee (Cont'd)

- 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 assists under-represented students in preparation for, and integration into, third level education by providing confidential, personal support. The Access Officer is also available to offer advice and guidance in relation to financial supports available to students. During the academic year 2020/2021 the office engaged in the following Pre-entry and Post-entry supports.

The Pre-entry Strand

HEAR/DARE Scheme – In March 2017, the Institute joined the Higher Education Access Route (HEAR) and the Disability Access Route to Education Schemes. These schemes, which are funded by the Department of Further and Higher Education, Research, Innovation

and Science (DFHERIS), aim to assist school leavers with disabilities and those from socio-economically disadvantaged backgrounds access higher education. In September 2020, 18 students entered IADT via HEAR and 122 entered through DARE.

Programme for Access to Higher Education (PATH) – PATH is a dedicated fund, managed by the HEA on behalf of DFHERIS, which is committed to increasing the participation of under-represented groups in higher education:

- **PATH 2 - 1916 Leaders & Learners Bursary**
This award is funded by the HEA and provides Bursaries across the IoT sector to support increased access to higher education for disadvantaged groups. The application and assessment process for the 2020/2022 Bursaries is currently under review. Applications will be submitted and assessed centrally. In 2020/2021, there were 16 applicants for the 1916 Bursary, 8 of which were awarded.
- **PATH 3 - Creative Arts Spring Festival**
The Creative Arts Spring Festival was held virtually over five weekends, located during two days in IADT on 13th and 20th March 2021. This is a cross-Institute programme, funded by the HEA as part of the Dublin Learning City umbrella project and 1916 programmes: Mentoring Project and Opening Learning. The Creative Spring Festival gives prospective students the opportunity to experience six different HEIs over the duration of the programme.



4.7.3.1 Access Office (Cont'd.)

- PATH 3 - Creative Arts Summer School** - the Creative Arts Summer School was held virtually between 14th and 24th June 2021. The Creative Arts Summer School is funded by the Department of Education and Skills through the Leinster Pillar 1 Cluster of Higher Education. Participating institutions included: IADT, Marino Institute of Education (MIE), MTU Crawford College of Art & Design, RCSI University of Medicine & Health Sciences, TCD and UCD. Attendees were given the opportunity to participate in a virtual programme which included a range of explorative creative arts workshops, campus tours, admissions information, creative course options, academic/financial/disability and learning supports, and guidance on creative career opportunities. The CAS School was limited to 60 participants from low socio-economic backgrounds.
- PATH 3 - Community Mentoring** – The aim of the initiative is to increase participation among underrepresented groups through mentoring. The initiative is funded by the HEA’s PATH 3 Fund and is a collaboration between IADT, MIE, NCAD, TCD and UCD. The aim of this inter-institutional and cross-community

collaboration initiative is to increase participation among under-represented groups through mentoring. Due to continued COVID-19 restrictions, the Community Mentoring initiative was delivered virtually. Online training was held on Saturday, 7th November 2020. Approximately 200 students from across the 5 colleges were in attendance. Guest speaker was Gary Gannon TD who spoke about his support for the Access Programmes. IADT had 2 mentors who successfully completed this programme.

- Outreach** - during 2020/2021, the Access Officer, in partnership with the Schools Liaison Officer, delivered virtual session to Delivering Equality of opportunity In Schools (DEIS) schools and further education colleges. However, the Access Office was successful in securing €8,306 of the HEA Dormant Accounts Funding to support access to education for members of the travelling community.

The Post-entry Strand

Student Assistance Fund (SAF) – In 2020/2021 the Access Service received €186,626 from the HEA and European Social Fund for the Student Assistance Fund. A total of 200 students applied for the fund, 6 were deemed ineligible, 29 were incomplete, but 165 were eligible for payment.



4.7.3.1 Access Office (Cont'd.)

First Year Matters (FYM) - FYM is IADT's enhanced orientation programme for incoming first years, and was successfully led by the Access Office in September 2020. The First Year Matters (FYM) programme is an all-institute initiative that supports and facilitates the successful 'settling in' of all of our incoming first year students. The programme is run over the first four weeks of the autumn term, and is coordinated by the Students' Union and the FYM team. A total of 15 Student Leaders were recruited from amongst the IADT's student population for the FYM Programme 2020/2021. The Student Leaders were provided with additional training due to the Covid-19 restrictions. Content, leader videos and team videos were produced for a new FYM landing page on IADT's website. FYM 2020/2021 was delivered as a blended model, including onsite and virtual delivery. Welcome packs were distributed to all incoming students and the Students' Union facilitated a Freshers, Education and Welfare week.

Mature Student Writing Week - due to the continued Covid-19 restrictions, Mature Student Writing Week workshops for Academic Year 2020/2021 were held online via Teams, with 40 participants attending. A Mature Students Welcome programme was developed and delivered the week of 30th August 2021 for incoming 2021-2022 Mature Students.

College of Sanctuary - A College of Sanctuary is somewhere that is committed to being a safe and welcoming place for all, especially those seeking sanctuary. Due to the continued COVID-19

restrictions, the activities of the Working Group set up to develop the Institute's outreach and engagement activities in the community was halted. However, during 2020/2021, the Access Officer and EDI Manager co-led a project for the Institute's application for College of Sanctuary status.

COVID-19 Laptop Grant—in 2020/2021, as part of a range of measures to support third level students during the COVID-19 pandemic, the Government introduced additional funding to support students by providing access to devices that enable online learning. The funding received by IADT was used to provide disadvantaged students with access to laptops and necessary ICT hardware. For the academic year 2020/2021, a total of 81 laptops were provided to students.

4.7.3.2 Assistive Technology Service

- The Assistive Technology Service supported 186 students in 2020/2021 using a range of technologies, including laptops and dedicated Assistive Technology (AT) software.
- There was a total of 325 student appointments held remotely due to the continued COVID-19 restrictions.
- The majority of students had a Specific Learning Disorder (SLD) such as Dyslexia, though the numbers of those with DCD, ASD (Autistic spectrum Disorder), ADHD (Attention Deficit Hyperactivity Disorder) and DCD (Developmental Co-ordination Disorder) and Dyscalculia increased significantly since 2019/2020.

4.7.3.2 Assistive Technology Service (Cont'd.)

- New assistive technology supports included supporting students in the use of Tablets and Smartphones and browser-based apps, as well as new cloud-based assistive technologies such as Google Voice Typing and Grammarly.
- The AT Service provided one-to-one virtual training in all AT allocated. This was supported with training resources, including: User Guides, videos, forums, etc. on IADT's website.
- In April 2021, the AT Service participated in the AHEAD Conference with a presentation entitled 'Academic reading lists and course content in multiple alternative formats: A universal design success story @ IADT'. The presentation was co-delivered by Jade Walsh (Student Learning Centre), Colm Olwill (AT Officer), and Alice Morrissey (Library Assistant).
- Key assistive technologies used in IADT during 2020/2021 included: Laptops, Smart Phones, Tablets, Apple M1 MacBooks, Eco Smartpens (audio recorders), Dictaphones, USB microphones for speech recognition, Read & Write Gold software, Audio Notetaker, Google Voice Typing and eBook Readers.

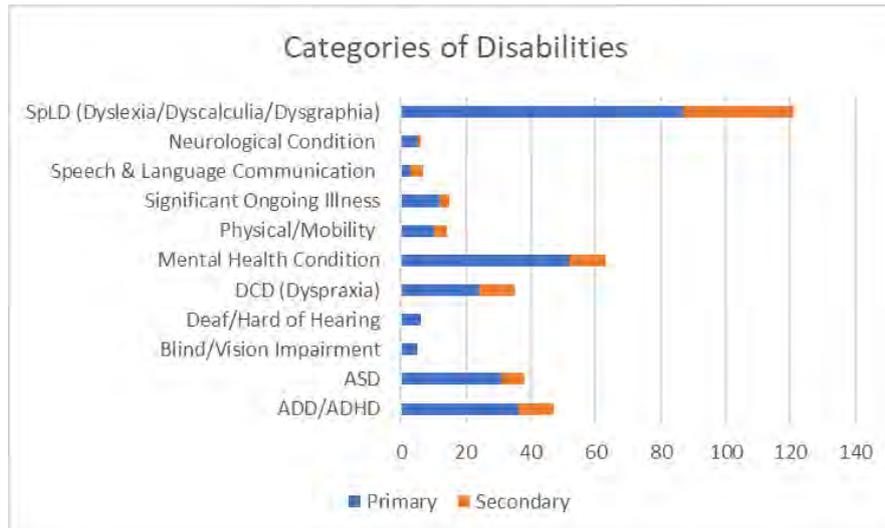
4.7.3.3 Careers Centre

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 2020/2021 a total of 320 one-to-one career advisory appointments were held virtually, covering CV, LinkedIn, Job Hunting, Application and Progression to Further Education, Networking, Interviewing/Mock Interviews.
- Online Class Workshops and presentations on careers were delivered in class time for all Final Year and Postgraduate students, as well as for a number of 1st, 2nd and 3rd Year students.
- In June and July 2020, a Webinar Series was organised across Art and Design, Animation and Game Design, Film, I.T. and UX, Psychology and Arts, involving 26 employers.
- The Careers Officer participated in GradIreland and ECC Partnership & GradIreland Fairs in October 2020 and June 2021.
- IADTCareersHub - during 2020/2021 68 organisations built employer profiles on IADTCareersHub; all appointments, events, platforms and employer partnerships are now created and accessible through the Hub, streamlining the services and student/ employer engagement.
- Friday Jobs Newsletter - distributed to all registered students; . The Newsletter also showcases other jobs on LinkedIn and targeted sties, internship and placement opportunities and upcoming events.





Categories of Disabilities Registered 2020/2021

4.7.3.3 Careers Centre (Cont'd.)

- GoinGlobal Platform - made available during 2020/2021 to all students and graduates in order to search opportunities, jobs, placements and internships across all states of USA and Canada, Europe, Australia and Asia.
- Virtual Careers Fair - involving a collaboration with First Year Matters, Teaching & Learning and Students Union and providing information on CareerFair+ Platform Build, Collateral, Video and Demo Videos - Design and Build; A total of 46 employers were involved in the VCF, with 28 employer stands, 5 webinars and CV clinics. There was a viewer audience of 303 across all webinars; 373 Unique Users; 5,651 Company Views, and 25,301 Screen Views.

4.7.3.4 Disability Support Service (DSS)

The Disability Office aims to promote inclusion, advocacy, and active participation in college life. The service provides equal access to education for IADT students with a range of disabilities and mental health conditions.

The DSS is committed to promoting, encouraging and assisting with the implementation of Universal Design for Learning principles, as the first response to

ensuring access to learning programmes within IADT. The DSS plays a pivotal role in managing unique relationships with each student, whilst identifying and understanding disability challenges in the higher education environment.

- In order to register with the Disability Support Service, a student must present for a Needs Assessment and submit current Evidence of Diagnosis, compliant with AHEAD guidelines. At the start of the academic year 2020/2021, total of 271 students registered with the DSS, 88 of which declared two or more disabilities. Of the registered students, 86 were new student registrations - needs assessment and Profile of Needs Summary were completed for each individual.
- The largest cohort of students (121) have a Specific Learning Disability (Dyslexia, Dyscalculia, Dysgraphia). The second largest category, Mental Health Conditions (63), has experienced a significant rise in the number of students registering. During 2020/2021, the number of students declaring ADD/ADHD doubled from 24 to 48.
- During 2020/2021, 10.3% of the student population at IADT registered as having a disability, which is a 0.2% increase over the last three years.

4.7.3.4 Disability Support Service (Cont'd.)

- During the academic year of 2020/ 2021, a total of 198 support appointments were carried out, with additional online provision (via email, ad-hoc Blackboard and MS Teams and telephone calls) made available during the COVID-19 closure period.
- The DSS, in conjunction with other Student Services providers, presented and provided guidance to the MSc in UX Design students in relation to their Visual Design and Accessibility project.
- During semester 1 of 2020/2021, a number of introductions and Q&A opportunities were presented to students (in the Applied Psychology, Creative Music Production and Cyberpsychology programmes). The aim was to promote awareness of the services, provide information on the supports on offer to students.
- During 2020/2021, the DSS collaborated with the Students Union Education Officer on their project entitled 'Destigmatising Disabilities in Education'.

4.7.3.5 Student Counselling Service (SCS)

During 2020/2021, the operation of the SCS continued to be affected by the COVID-19 restrictions. All student appointments were

facilitated remotely with the use of MS Teams and telephone. In addition, the Service remained available for on-site, in-person emergency student appointments.

- Psycho-educational Talks on Mental Health - during the academic year, the Student Counsellor, in conjunction with Academic Staff and the Student's Union, facilitated two one-hour long talks for students on mental health and coping during the pandemic.
- Crisis Text Ireland Line - the SLC introduced IADT students to the Crisis Text Line, as an additional out-of-hours mental health support. This is an external service, funded by the HSE offering a 24/7 messaging support service, delivered by trained volunteers and supervised by mental health professionals.
- The SCS was attended by 167 students during the academic year. A total of 910 individual student appointments were scheduled, of which 716 were attended by students.
- The number of appointments attended per student during 2020/2021 were:
 - ⇒ 111 attended between 1-5 appointments;
 - ⇒ 51 attended between 6-10 appointments;
 - ⇒ 4 attended between 11-15 appointments.

4.7.3.6 Student Health Centre (SHC)

In August 2020, following an IADT tendering process Generation Health (GH) were awarded a 3-year contracts for Student Medical Services.

The centre provides a nursing role to students, which provides: triage on presentation, nurse-led clinics, emergency calls response and the administration of first aid, the evaluation of student illness and the provision of information to promote students' wellbeing.

- In September 2020, as a result of the COVID-19 pandemic, the SHC administrator worked off-campus, supporting students remotely in line with National guidelines. The Nurses worked on campus 2 days per week and students were able to attend the GP in Generation Health's Monkstown surgery, either in person or via a video/telephone consultation.
- From October 2020, the GH doctors returned to campus to provide 2 face-to-face clinics per week. The Doctor clinics remained on campus twice weekly until December 2020.
- In January 2021, due to the high number of Covid-19 cases and a return to Level 5 restrictions, the doctors remained off campus and students were once again seen in the GH Monkstown surgery. In mid-January 2021, the Nurses returned to campus for 2 days per week.
- During 2020/201, the SHC provided 1,065 appointments.

4.7.3.7 Student Learning Centre (SLC)

Since October 2019, the Student Learning Centre is a tendered service provided through the Educational Psychology Support Service (EPSS) of the National Learning Network (NLN). The NLN EPSS is a psychology-led service, providing comprehensive academic learning support to students in four third-level institutions, including IADT.

- The SLC is staffed by a Chartered Psychologist, an Assistant Psychologist and a Maths Tutor. In addition, the service is supported externally by a Senior Educational Psychologist and the team of the NLN Educational Support Service.
- During 2020/2021 a total of 179 students registered with the SLC (a 64% increase on 2019/2020); 901 appointment were offered to students (an increase of 60% on 2019/2020). 706 of these appointments were attended as scheduled, each appointment typically lasted between 20-60 minutes.
- In addition, a total of 22 drop-in sessions and email queries were carried out during the academic year.
- During 2020/2021, the categories of disabilities registered by students in IADT included:

⇒ Mental Health Difficulties	110
⇒ Hearing/Sight Impairment	34
⇒ Speech & Language Difficulties	25
⇒ Chronic Pain	1
⇒ Dyscalculia	11
⇒ Dysgraphia	3
⇒ Dyspraxia	28

4.7.3.7 Student Learning Centre (Cont'd.)

⇒ Acquired Brain Injury	2
⇒ Dyslexia	177
⇒ ADD/ADHD	108
⇒ ASD	99
⇒ Neurological Conditions	38
⇒ Not Disclosed	179

During 2020/2021, there was a 104% increase in students with ADD/ADHD, a 905 increase in students with Dyslexia, a 150% increase of students with ASD/Asperger's, and a 38% increase of students declaring mental health challenges.

- The breakdown of students per study year during 2020/2021 were as follows;

⇒ 1st Years	20%
⇒ 2nd Years	19%
⇒ 3rd Years	21%
⇒ 4th Years	30%
⇒ Postgraduates	10%
- The gender breakdown of those students requesting additional supports was:
Female — 67% and Male — 33%
- The breakdown of supports availed of by students during 2020/2021 are as follows:

⇒ Academic support	497%
⇒ Mixed Supports	39%
⇒ Assessments	7%

- Workshops: delivered during 2020/2021, the SLC staff provided a number of targeted workshops to undergraduate and postgraduate students which included topics such as: Motivation, Anxiety, Academic Writing, Thesis Proposal Writing, Time Management and Exam and Final Assessment Preparation.
- During the academic year, staff from the SLC collaborated with the Student's Union, the Student Health Centre and the DSS, along with a number of neurodiverse students to discuss their support needs.
- The Maths Tutor from the SLC provided support with Business Maths, Finance, Economics, Statistics, Excel, Data Analysis, as well as the Maths of Sound. A total of 108 appointments were requested by students, and 98 appointments were attended.
- In 2020/2021, staff from the SLC created the Go 2 Guide for Hybrid Learning to support students working remotely during the COVID-19 restrictions. All students and staff were enrolled on the course delivered via Blackboard from the 21st September 2020. The Guide offers self-directed support in five key areas:

⇒ Preparing Yourself for Hybrid Learning
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4.7.3.7 Student Learning Centre (Cont'd.)

- ⇒ Working Together Online
- ⇒ Managing Your Time in College
- ⇒ Building Skills for College Success
- ⇒ Looking After Yourself in College
- During 2020/2021 the SLC collaboratively with the Student Experience Team on a number of internal projects including: the leader training for First Year Matters; induction sessions for incoming 1st Year students; student orientation workshops for 2020/2021 HEAR/DARE students; and workshops for First Year Matters/Mature Students.
- Staff from SLC facilitated the Mature Student Writing Week workshops for the academic year 2020/2021, and developed a Mature Students Welcome Programme, delivered during the week of 30th August 2021 for incoming 2021/2022 Mature Students.
- HEA National Student Mental Health & Suicide Prevention Framework - during 2020/2021, Loreto Meagher, SLC, collaborated with Joan Broderick (Student Health Centre), Joanna Gorniak (Student Health Centre), Joanna Gorniak (Student Counsellor) and Kai Fic (SU Welfare Officer) to draft the Institute's Mental Health Policy.

4.7.3.8 Student Union

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

The three Sabbatical Officers for the year 2020/2021 were:

- Somhairle Quigley Brennan (SU President)
- Rachael Sarsfield Ryan (Education Officer)
- Kai Fic (Welfare & Equality Officer)

IADT Students' Union won An Gradam Éacht ar son na Gaeilge, 'Equality Campaign of the Year' for the 'Destigmatising Disabilities in Education' and Bonn na Gaeilge; Airgid at the Student Achievement Awards 2021 on Thursday, 29th April 2021. The Students' Union was nominated and shortlisted for 'Small SU of the Year' and for 'An Gradam ar son na Gaeilge'



5

Research & Development Activities

5.1 Developmental Activities

5.1.1 Developmental Projects

Creative Futures Academy

Creative Futures Academy (CFA) is an initiative of Ireland's three leading Higher Education providers of cultural and creative education (IADT, NCAD and UCD), funded by the Higher Education Authority's Human Capital Initiative. The CFA supports the early and mid-career needs of creative professionals by offering credited NFQ courses / modules to people working in the creative sector. By offering learners the opportunity to skill, upskill and reskill, the CFA supports the professional growth, reach and impact of the creative and cultural sectors.

Significant progress has been made since June 2021. The CFA website is live and has been used to promote pilot programmes that have been initiated in each institution. Research into best practice to inform the ongoing development of CFA is underway. CFA continues to consult and deepen relationships with the Industry Council and partners to ensure that programme development will address current and future skills needs.

In this pilot phase IADT has developed and launched six 10 ECTS pilots at L8/L9 running between September and January. Pilot participants have come through graduate

cohorts and via industry council partners: RTÉ, Screen Producers Ireland, IDI, Design & Crafts Council. Additional enrolments come from the independent film and media sector, cultural, technology and design sectors, finance and public sector. IADT is using the pilots to trial four different modes of learning: The 6 certificates are: Data Visualisation; UX Design; Design Thinking; Production Management (for film and media); Producers as Leaders (for film and media); New Ways of Telling Stories (VR/AR). The modes of T&L delivery being tested and evaluated are: fully online (over 4 weekends); fully online (over 2 weekends); blended/immersive (over a month); blended (over a semester).

IADT has been very active in leading research at CFA including: T&L methods and scholarship with a focus on best practice in creative pedagogies; lifelong learning policies in HEIs; industry skills training (credited and unaccredited) across the creative arts and media sector. Cross-institutional working groups are researching models of interaction and engagement to inform the development of a CFA digital platform and the practical application and use of the Creative Attributes Framework. A key area where IADT can lead is in the creative entrepreneurship space. Focused and directed interactions with industry in guiding and shaping future direction are beginning to take shape.

Creative Futures Academy (Cont'd.)

The Industry Council reported its immediate needs in skills and training in October 2021 but a longer term strategic engagement across the creative and cultural industries is underway. In response to industry needs and our own strategic plans, the next phase of the Pilots (Jan-June) will include an on-site Graduate Skills Week designed across both Faculties, to meet the needs of graduating, or recently graduated students for work readiness.

CFA is funding a digital platform/VLE for IADT and this is in the research and tender process. Additional capacity in technical equipment for T&L use across the Institute (e.g. mobile livestreaming kits) is also being supported.

FilmEU

FilmEU is a European University Alliance formed by four higher education institutions: Institute of Art, Design + Technology Dún Laoghaire; LUCA School of Arts (Brussels); Universidade Lusófona (Lisbon) and Színház és Filmművészeti Egyetem (Budapest), who subsequently withdrew from the Alliance. The main objective of the project is to implement a European University of excellence, focused on high-level education and research activities in Film and Media Arts on the fields. The initiative is a key

milestone for the EU in building the Universities of the future, in promoting European values and identity and in making a leap forward in the quality, inclusion and competitiveness of European higher education.

From October 2020, the alliance, involving students, staff and industry stakeholders, will spend three years exploring best practice within the institutions and across the globe to synthesise and pilot significant innovations that encompass all spheres of activity of a modern university. In IADT, the Office of European Projects, led by Barry Dignam, was formed to manage this work.

The long-term vision is that by 2025, FilmEU will be established as an exemplary collaborative structure that will deepen the cooperation between all current and future members of the Alliance and foster their ability to act nationally, regionally and globally in the cultural and creative industries and across other societal areas they impact. In late 2020, the National Film School at IADT, as part of the European Universities Alliances for Film and Media Arts, successfully secured in excess of €1.2 million in funding to explore and develop an EU University for the Film & Media Arts. Overall, the consortium secured €5 million.

FilmEU (Cont'd.)

In August 2021, further funding of €2m was awarded under the Horizon 2020 scheme (of which IADT received €467k) for FilmEU Research | Innovation | Transformation (RIT). RIT will increase the Alliance's competitiveness and reinforce its ability to develop activities that span all areas of the knowledge square: education, research, innovation, and service to society. FilmEU RIT will develop a common research and innovation agenda for artistic research, supported by common resources and joint structures, that will increase talent attraction and the impact of the research developed amidst the alliance.

FILMEU RIT's main objective is the capacitation, in research and innovation terms, of the member HEIs via the joint design of strategies and action plans, which will ensure the transformation of FilmEU into an Institution that puts research and innovation at the centre of its activities and operates as a valuable critical, cultural intermediary.

The first FilmEU Summit took place in Lisbon in June 2021, and was attended by David Smith, President, Rónán Ó Muirthile, Head of Faculty of Film, Art and Creative

Technologies and a number of IADT staff involved in the project.

Transformation Funding for Technological Universities (TUTF)

In Summer 2020, following representation by the President through to the HEA, IADT was permitted to make a submission to the TU Transformation Fund, independently of the TU Consortia.

The Transformation Fund for Technological Universities (TUTF) was established to assist the development and progression of technological universities as part of a policy objective of the Government in the context of higher education landscape restructuring. A total of €90m was allocated to the fund, to be awarded over a 3-year period.

In October 2020, the Minister for Further and Higher Education, Research, Innovation and Science, Simon Harris T.D, announced funding of €34m to higher education institutions to help them in their progression towards Technological University status. As part of the funding, IADT was awarded €100k to assess and evaluate existing reports and recommendations on the formation of a singular, national HEI for the

TUFT (Cont'd.)

Creative Arts within Ireland, and to scope out future opportunities for same within the context of IADT's existing Strategic Plan, the broader National Strategy for Higher Education, and the TU Research Network Report.

A project team was put in place led initially by the President, with IADT's Head of Research, Prof. Daithí Mac Síthigh, assuming a leadership role for the project following his appointment in May 2021. Contributors from IADT included: Dr Hilary Kenna, John Montayne and Ann Marie Phelan, who were part-funded to work on delivering this project, and were further supported by research assistant, Clodagh McKenna.

A report on the findings, and a submission for continued funding for the project will be submitted in late 2021.

5.2 Projects

5.2.1 National Projects

Recognition of Prior Learning (RPL)

This national initiative is a collaboration between the seven IUA Universities, the Institutes of Technology, and Technological Universities, and its aim is to build a consistent and coherent approach to

recognition of prior learning (RPL) within and across the entire public higher education (HE) sector.

Funded under the Irish Government's Human Capital Initiative (HCI) Pillar 3 (Innovation and agility), the project will see the higher education institutions engineer a significant shift in RPL policy, procedure and practice, that has transformative potential for Ireland's education system to become an international leader in the field. The vision is that RPL will be an integral part of the higher education system, widely understood, celebrated and utilised as a flexible pathway to further learning, certification and professional development.

The key activities for the project are as follows:

- Develop and implement a learner-centred National Recognition of Prior Learning Framework to grow RPL opportunities and support service enhancement across the participating HEIs;
- Engage Enterprise Partners to understand the higher education needs of employees and identify RPL opportunities;
- Develop a National Online Platform to provide centralised information for diverse users;

5.2.1 National Projects (Cont'd.)

Recognition of Prior Learning (Cont'd.)

- Expand Communities of RPL Practice in HEIs and enhance capacity through the provision of a suite of training tools, materials and resources;
- Develop a National RPL Dataset to monitor/report on progress and inform policy;
- Develop national and local Communications Campaigns to promote RPL opportunities and increase the numbers of admissions on the basis of RPL.

The project will also work with a diverse range of key national stakeholders, including national education agencies, QQI, the HEA and SOLAS; the National Forum for the Enhancement of Teaching and Learning (NFETL) and the RPL Practitioners Network; as well as employer and enterprise representative bodies, including IBEC and ISME who are also enterprise partners of the project.

The chief academic officers and Registrars of participating institutions retain overall oversight of the project. The Project Steering

Group provides strategic direction, advice and guidance on a regular basis.

5.2.2 European Research/ Development Projects

ACCELERATE Project

In June 2021, IADT started work on the two-year ACCELERATE project [Accessible Immersive Learning for Art and Design - Project Number: 2020-1-UK01-KA226-HE-094684]. The project's official launch meeting is planned for October 2021 and the project runs until 31 May 2023. The ACCELERATE project has a simple but ambitious aim: to improve the teaching of art and design at higher education in a post-pandemic Europe project has a simple but ambitious aim: to improve the teaching of art and design at higher education in a post-pandemic Europe is planned for October 2021 and the project runs until 31 May 2023.

The ACCELERATE project has a simple but ambitious aim: to improve the teaching of art and design at higher education in a post-pandemic Europe through the development of innovative methodologies, tools, platforms, and resources for accessible immersive learning (VR, AR and XR). Accelerate aims to bring together art and

5.2.2 European Research/ Development Projects (Cont'd.)

ACCELERATE Project (Cont'd.)

design lecturers, educational researchers, and learning technologists from the UK, Ireland, Poland, and Ukraine to reflect on the impact of COVID-19 and to explore new possibilities for pedagogy and digital innovation.

Representatives from IADT who are involved in the project include: David Quin (Animation), Dr Therese Moylan (Teaching & Learning Committee Chair), Julian King (Design for Film), Laura Venables (Art), and Rob Griffin (Technology and Psychology).

Partners include IADT's DESTIN and ALIGN partners Sumy State University (Ukraine) and Chernivtsi National University Yuriy Fedkovich (Ukraine) and Bath Spa University (UK) (Coordinator). We are joined by The University of the Arts London (UK) and SWPS Uniwersytet Humanistycznospoleczny (University of Social Sciences and Humanities) (Poland).

Topics addressed will include: New innovative curricula/educational methods/development of training courses; Access for disadvantaged; and Creativity and Culture.

DESTIN Project

IADT has been involved in the Erasmus+ project DESTIN 'Journalism Education for Education for Democracy in Ukraine: Developing Standards, Integrity and Professionalism' Project number: 598964-EPP-1-2018-1-UK-EPPKA2-CBHE-JP since 2018. IADT was responsible for the project's WP3 European Curriculum Development, with David Quin acting as the IADT lead on the project. IADT conducted project Training in Kyiv (May and December 2019), developed a Study Programme Development Toolkit and 'A Training for Trainers Toolkit'.

David Quin and Caitriona Kirby (New Media IADT) participated in the project's April 2020 desk reviews of revised journalism programmes. Peer review reports on 20 BA and MA Journalism programmes in 10 universities were submitted by Summer 2020.

The DESTIN project has been extended for one year and will finish with EU expert 'pastoral visits' to the Ukrainian universities (possibly online) in February 2022 and a project closing conference (possibly May 2022) in Lviv.

5.2.2 European Research/Development Projects (Cont'd.)

Feminist Art Making Histories Project

In Summer 2021, IADT was awarded €240,000 by the Irish Research Council, under the UK-Ireland Digital Humanities research scheme. The successful application, 'Feminist Art Making Histories', was led by Dr Tina Kinsella (Head of Dept. of Design & Visual Art), in conjunction with Prof. Hilary Robinson (Loughborough University). The Arts and Humanities Research Council is funding the participation of the UK institutions, which include the Universities of Cambridge and Leeds, in addition to Loughborough University. The three-year project, which commenced in Autumn 2021, has an overall budget of over €500,000, and will unearth hidden and 'untold' stories of feminist art across both islands from the 1970s to the present day. The stories and accompanying memorabilia will be captured digitally and uploaded to the Digital Repository of Ireland. This archive will be an invaluable resource for artists, art students, historians, cultural policy-makers, and many others whose work touches on feminist art.

GS-CAPS Project

The Graduate School for Creative Approaches to Public Space (GS-CAPS) is an initiative

developed by University of Rennes 2, in collaboration with a number of local and international partners, including IADT. Throughout 2020 and 2021, Dr Maria Parsons, Dr Jenny McDonnell, and Dr Kevin Wallace met several times with Dr Marion Holfeldt (Director of CAPS), Professor Anne Goarzin (Head of Research for CAPS), and Taylor Still (Head of International Relations for CAPS) to discuss opportunities to develop collaborative projects, exchanges, and shared MA modules.

Dr Parsons and Dr McDonnell also took part in the first International Board Meeting of CAPS on 19th and 20th April 2021. This event comprised a series of panel presentations, workshops, and discussions on:

- Innovative Teaching Formats
- Research
- International PhDs
- International Exchanges and Mobility

As part of the International Board Meeting, Dr Parsons delivered a presentation on International Exchanges & Mobility.

Dr Parsons, Dr McDonnell, and Professor Anne Goarzin are currently developing plans for a GS-CAPS event to be held in IADT in June 2022. This is intended as a three-day

5.2.2 European Research/Development Projects (Cont'd.)

GS-CAPS Project (Cont'd.)

knowledge-exchange event. It will include a number of interrelated workshops, presentations, and exhibitions in which academics, arts practitioners, and postgraduate students will explore encounters between the arts and public space. The workshops will provide an opportunity for the international partners to meet in person and to share, collaborate, and create as they discuss methodologies and pedagogy for trans / intra-disciplinary approaches to arts and public space.

Interact Project

InterAct – Intercultural Action Competence Tool is a two-year Key Action 2: Strategic Partnership Project that commenced in April 2021. KulturLife from Germany is the lead partner on InterAct. Six partners from: Ireland, Sweden, Greece, the Netherlands, Belgium and Germany make up the consortium. The InterAct project concerns the development of intercultural competences in international youth projects surrounding the concept of Intercultural competences in international youth projects surrounding the concept of Intercultural Action Competence (IAC). Intercultural competences are abilities to adeptly navigate and communicate effectively and appropriately in complex environments

when interacting with others who are linguistically and culturally different from oneself.

The main goal of InterAct is to transform the concept of IAC from theory to practice and make the idea of intercultural competence easily understandable and immediately applicable via a responsive mobile web-based app.

IADT's core work on InterAct is to develop a 'Responsive Web Application' UX/UI design, that will enable InterAct content to render across a wide variety of devices and screen sizes including Smartphones in a user-friendly way.

International Credit Mobility Project

Two International Credit Mobility (ICM) Projects have been in progress since 2017, one with Sumy State University (SSU) in Ukraine and the second in collaboration with the State Academy of Fine Arts and the Yerevan State Institute of Theatre and Cinematography in Armenia. The Ukraine project focuses on ICT, internationalisation and strategic planning in HE, while the Armenia project focuses on capacity building, the enhancement of teaching, learning and assessment, and on the possible creation of a capacity building toolkit for small Institutes of Art, Design and Media.

5.2.2 European Research/Development Projects (Cont'd.)

International Credit Mobility Project (Cont'd.)

IADT's Elena Somoza, Clare Barman and Deirdre O'Toole travelled to Armenia in February 2020. The reciprocal staff visits to IADT planned for 2020 would have involved job-shadowing, presentations and workshops on all aspects of art, design, film and media teaching, learning, assessment and project work. In Spring of 2021, IADT conducted a very successful 12-week online collaboration with our Armenian partners, with online workshops on topics including Admissions, Assessment, Character Creation, Documentary, Design for Stage and Screen and the Redesign of Educational Programmes.

The Institute's ICM project with Ukraine culminated in a hugely successful one-day online conference on 22nd of June 2021, with welcoming words from SSU's Rector and from IADT's President David Smith. The Sumy State University Team delivered multiple presentations and IADT's Dr Therese Moylan, David Doyle, Paul Curran, David Quin and Elena Somoza presented on topics such as: Covid-19 online learnings, FILMEU, Strategic priorities, Creative Futures Academy and Future Mobilities, COILs and Collaborations. Over

the next few years, the Ukrainian ICM partnership will now focus more on links between our Business and Entrepreneurial programmes, departments and Faculties, with Dr Therese Moylan and her IADT team taking more of a lead.

The European Commission has agreed follow-on funding for both mobility projects, extending them into 2023, including ambitious plans for incoming and outgoing staff and student mobility.

SoPHIA Project

The SoPHIA project relates to a Social Platform for Holistic Heritage Impact Assessment. The project is funded under the Horizon 2020 call: H2020-SC6-Transformations-2018-2019-2020 (Socioeconomic and Cultural Transformations in the Context of the Fourth Industrial Revolution). The consortium is made up of seven partners: It is coordinated by the Università degli Studi Roma Tre (UNIROMA3), Italy, and brings together over a period of 2 years -2020/2021- a consortium of European organizations: Interarts Foundation for International Cultural Cooperation (INTERARTS), Spain; Stichting European Museum Academy (EMA), the Netherlands; Institute of Cultural Policy and Cultural Management (EDUCULT),

5.2.2 European Research/Development Projects (Cont'd.)

SoPHIA Project (Cont'd.)

Austria; National Technical University of Athens (NTUA), Greece; Dun Laoghaire Institute of Art, Design & Technology (IADT), Ireland; and the Institute for Development and International Relations (IRMO), Croatia; Athens (NTUA), Greece; Dun Laoghaire Institute of Art, Design & Technology (IADT), Ireland; and the Institute for Development and International Relations (IRMO), Croatia.

The IADT team is led by Paraic McQuaid, and also includes Dr Christine Horn and Dr Tiziana Soverigno.

The project officially began on the 1st January 2020 and involved three Work Packages (WPs):

- **WP1** (M1-M7) involved a review of existing research related to Heritage Impact Assessment. The main deliverable for this work package is a literature review. We also drafted a first draft of the SoPHIA model of Holistic Impact Assessment. The holistic framework was established through four themes of Environmental, Cultural, Social and Economic. IADT worked on two of the four themes: Cultural and Environmental along with EDUCULT and NTUA respectively.
- **WP2** (M7-M12) involved the testing of the draft SoPHIA model through 8 case studies. IADT provided case studies of Temple Bar as an urban regeneration project that utilised heritage and impacted on heritage throughout its development. The case tested the viability of the SoPHIA model in this context. Our second case study was Galway 2020 European Capital of Culture (ECOC). This case looked at the impact assessment tools of ECOC's and tested the viability of the SoPHIA holistic model for this context. In both case studies, we had to adapt to the limitations of Covid-19 lockdowns and restrictions. We conducted a series of ten 1 hour interviews with stakeholders utilising Microsoft Teams.
- **WP3** (M15-M24) now involves the writing of 4 policy papers to be presented to the European Commission; and the development of tools and guidelines for the use of the SoPHIA model. To this end, on 23rd and 24th September 2021, IADT hosted a stakeholders workshop in Dun Laoghaire, Dublin, in line with the restrictions and limitations of Covid-19. A hybrid stakeholder workshop was offered, involving stakeholders participating online and in person. A total of 17 stakeholders took part online and 10 in person, as well as 21 consortium partner members in person.



5.2.2 European Research/Development Projects (Cont'd.)

TREND – Erasmus+

In December 2020 IADT completed its work on Erasmus+ project TREND - Training Refugees in Entrepreneurial skills using Digital Devices. TREND is funded under the Erasmus+ Key Action 2 Strategic Partnership for Innovation in the field of adult education. IADT TREND partners were from Norway, Germany, Greece and Belgium. This three-year project ran from 2017 to 2020. The project's aim was to foster the entrepreneurial competences of refugees and people from a migration background to help make self-employment a viable option when they arrive in a new country in Europe. The TREND project sought to raise awareness of the untapped potential of people arriving from outside Europe, turning job seekers into job creators. Through educational modules, mentoring and micro finance advice, TREND can help people overcome bureaucratic hurdles, and general barriers and processes entering and persisting in an unfamiliar labour market.

IADT's core work on TREND was to develop a responsive web app design for accessing TREND content on a smartphone that is user-friendly and aesthetically pleasing. IADT UX/UI design team, Dr Hilary Kenna, Stefan Paz

Berrios and Holly Brennan are acknowledged here for their dedication and fine work on the TREND project. IADT would also like to acknowledge the input from Reuben Hambakachere from Cultúr in his role as IADTs' 'Train the Trainer' on TREND.

5.2.3 Innovation Voucher/Industry Collaborations

During the academic year 2020/2021, IADT engaged on 9 innovation voucher collaborations with companies. A total of 7 were completed, with 2 ongoing. Two of the nine projects were repeat clients, and IADT has plans for future vouchers with a number of the companies.

Outside of the popular technology and product development initiatives, IADT has seen representation from a wide variety of the Institute's disciplinary areas, with a particular focus on and engagement with visual branding and building brand identities.

In 2021, Enterprise Ireland expanded the voucher programme for clients. Companies are now able to avail of four innovation vouchers, the fourth being co-funded by Enterprise Ireland and the company, leading to potential, longer-term research partnerships and innovation partnerships with the college.

5.2.3 Innovation Voucher/Industry Collaborations (Cont'd.)

The innovations vouchers commenced/completed during 2020/2021 were as follows:

- Arcavet
- Buy and Sell Bullion
- Change Donations
- ChiFit Tea
- Cilter Child Protection
- Eating Freely
- LivEazi
- Pitch Release
- Tabero

5.2.4 FÍS Initiatives

FÍS Film Projects

The FÍS Film Project is a Department of Education and Skills (DES) national initiative managed by IADT's FÍS Office in partnership with the Professional Development Service for Teachers - Technology in Education Dept. (PDST TiE). FÍS is a successful film project that continues to thrive in primary schools across Ireland. The initiative supports teachers to introduce film into the primary classroom, helping children develop essential skills in focused creativity, moving-image literacy, communication, critical thinking, problem solving, teamwork and visual arts. On an ongoing basis, primary school teachers are

provided with a large bank of resources for live action and stop motion animation. Over 100 samples of FÍS award winning films made by children in Irish primary schools are also published at www.fisfilmproject.ie.

In response to Covid-19 restrictions annual face-to-face professional development for teachers was moved online to webinar format, hosted through the national network of Educational Centres. The webinars included panellists from IADT's National Film School. FÍS is the longest running project of its' kind (officially launched in 1999/2000) and is cited in the Department of Education & Skills Digital Strategy for Schools 2015–2020 as an exemplar for the creative use of technology in primary education.

FÍS Storyboard Storytelling Competition

Due to the pandemic, and in the interest of Health & Safety, the annual national FÍS Film Awards 2020 competition and ceremony were cancelled. As an alternative, Irish primary schools were invited to enter the FÍS Storyboard Storytelling competition, a one-off Covid-19 special initiative open to all primary schools in the Republic of Ireland. The competition invited pupils to visually interpret a story, concept or topic using artistic media and different types of shots to convey that story in an imaginative and creative way.



FÍS Storyboard Storytelling Competition (Cont'd.)

As a result of children were learning from home for several months of the 2020/2021 school year, the competition criteria allowed for individual, small group or whole class entries coordinated by teachers. Following judging panel selection, 41 awards were made across class/age categories and winning schools received educational technology, such as Lego WeDo kits and iPads provided by FÍS project partners, the PDST TIE. The overall Best Storyboard award went to St. Hugh's National School, Dowra, County Leitrim.

dlr First Frames Short Film Funding Scheme 2020/2021

dlr First Frames short film funding scheme is fully funded by Dún Laoghaire-Rathdown County Council Arts Office and Economic Development Unit and managed on their behalf, by IADT's FÍS Office. Following a competitive process, two awards of €12,000 were made to Subotica Entertainment DLR catchment area. Additional equipment, facilities and mentoring are available from IADT's National Film School. In response to Covid-19 issues both projects also received



additional funding via the Economic Development Unit to manage unbudgeted Covid-19 safe shoot expenses as per Irish Film Board guidelines. Films are currently in pre-production and expected to be finished by Autumn 2021.

For the third time, IADT were invited to manage the DLR First Frames scheme. The next round of funding was announced in June 2021 and applications will be processed between September and December 2021. The scheme is completely funded by Dún Laoghaire Rathdown County Council Arts Office & Economic Development Unit who work closely with IADT's National Film School to ensure its' continued success.

FÍS Film Awards

The FÍS Film Awards 2021 competition was launched in April 2021 and closed in late June with a significant number of entrants to the Storyboard Storytelling competition making films based on the storyboards submitted previously, many of whom were newcomers to FÍS. The annual awards ceremony will take place online to be



FÍS Film Awards (Cont'd.)

produced, filmed and broadcast by students from Film and MA in Broadcast Production programme in late November 2021. Set design and build for the awards will involve students from 3rd year Design for Stage & Screen programme.

Stories from Isolation Project

Dún Laoghaire Rathdown County Council Communications Office sponsored an internal competitive process for the Stories from Isolation project, whereby students studying on the BA (Hons) Film & TV Production and the BA (Hons) New Media Studies programmes had the opportunity to utilise their skills and put forward their vision of their experiences of the last 14 months. The aim of the competition, proposed and supported by An Cathaoirleach, Cllr Una Power, was to give young people who have been significantly effected by the pandemic and the lockdown, artistic voice and to document its impact on them, their families and their communities and society as a whole. Over 100 submissions were received, 22 films were shortlisted and 5 awards were made. In May 2021, Cllr. Úna

Power, an Cathaoirleach, announced the winners of the competition.

Creative Ireland funding for Documentary Filmmakers & Animators

As part of the 2020 stimulus package for the cultural and creative sector, provided under the Government's Creative Ireland Programme, IADT's National Film School graduates from eligible courses were invited to make or complete an original documentary or animation. Funding was open to 2019 and 2020 graduates of the following courses:

- BA (Hons) Film & Television Production,
- BA (Hons) Animation
- MA Screenwriting for Film & Television
- MA Creative Production & Screen Finance
- MA 3D Animation
- Erasmus Mundus Joint MA Cinematography

Following a competitive selection process funding was awarded to IADT graduates; Sean Doupe (€7,000 for documentary making), Ann Upton (€6,500 for animation) and a development fund award of €3,000 to Cormac Campbell to support completion of a documentary already under production.

5.3 External Development Links

Erasmus+ Student Exchanges

Due to the COVID-19 pandemic restriction, the number of incoming Erasmus students was greatly reduced. During 2020/2021, twelve Erasmus students came to study in IADT; the countries of origin included:

- France 5
- Germany 3
- Hungary 2
- Slovakia 1
- U.K. 1

Areas of study included: Animation, Art, Design for Stage and Screen, Visual Communications and Applied Entrepreneurship.

During 2020/2021, a total of twenty-seven IADT students went abroad to study. The countries of destination were:

- Finland 8
- Hungary 5
- Spain 5
- Germany 3
- France 2
- Estonia 1
- Italy 1
- Sweden 1
- United Kingdom 1

Areas of study included: Art, Film and Television Production, Photography, Arts Management, Entrepreneurship and Management, New Media Studies and Creative Computing.

A total of seven Erasmus traineeships took place during the academic year from programmes of study such as: Art, New Media Studies, English, Media & Cultural Studies and Creative Music Production to the following destinations:

- Germany 3
- Denmark 1
- Finland 1
- Spain 1
- The Netherlands 1

Erasmus+ Staff Exchanges

The COVID-19 pandemic in 2020 resulted in the cancellation of all staff incoming and outgoing mobilities.

5.4 Enterprise Development

5.4.1 Media Cube

During 2020/2021, the Media Cube continued to support the creation and development of high-potential start-up companies by delivering mentoring supports and by facilitating access to a variety of enterprise-support networks.

COVID-19 remained a challenge to the companies based within the Media Cube during 2021. The Media Cube worked on an ambitious plan designed to assist the clients of the Media Cube during this challenging period and to accelerate their growth post Covid-19. The Final quarter of 2021 has seen a return to the



5.4.1 Media Cube (Cont'd.)

office for many of the Media Cube clients and the building once again has returned to 100% occupancy. The Media Cube clients have continued to be successful despite the continued challenges of the pandemic and many have undergone pivots and adaptations to meet the changing needs of the marketplace.

The Media Cube made a successful funding application to Enterprise Ireland's 'Powering the Regions' Fund, which will enable planned renovation work at the Media Cube and assist hybrid working arrangements at the Media Cube whilst continuing to deliver enterprise programmes and supports to start-up businesses.

Some of the successes for Media Cube companies during 2020/2021 included:

- **Safecility:** Safecility is an Internet of Things start-up focussed on automating compliance testing for large estate owners. The company currently employs 6 people in the Republic of Ireland and the United Kingdom. In 2021, the company won contracts with Watford Borough Council, Broadland Housing Authority, BARCUD Housing Authority and Cobalt Housing in the United Kingdom to deploy their innovation automation technology.

- **GladCloud:** GladCloud is a Collaborative Social Media Marketing Platform (B2B2C) for national brands to locally activate campaigns at scale, by transforming independent, affiliated merchant partners into brand advocates. The platform is specifically designed for brands that sell products or services via large networks of independently owned merchants, such as Alcoholic Beverages with bars, professional cosmetics and salons, food delivery/table booking services with restaurants. During 2021, GladCloud was delighted to announce a global agreement with Diageo, and is currently live across the U.K., Ireland, Germany, Switzerland and Austria, with launches planned for early 2022 across France, Southern Europe, Australia, Brazil and the U.S.A.
- **Capella Workplace Solutions:** Capella Workplace Solutions has developed a platform for hybrid working, with practical tools and hot-desking software that helps bring employees back to the office safely and manage flexible working. Criona Turley, CEO of Capella Workplace and also a graduate of the New Frontiers programme, has extensive experience in office design and employee engagement, as well as a



Ian Kiely, CEO of IK Drones

5.4.1 Media Cube (Cont'd.)

keen interest in Health and Safety. Capella now has a growing client list across Ireland, Europe and the USA, and the company plans to continue to expand its customer-base and team in 2022.

- **The Digital Learning Institute:** the mission of the Digital Learning Institute, led by John Kilroy, is to bridge the global skills gap in digital learning design, and to provide a career pathway for digital learning designers. The Digital Learning Institute has given training to over 2,000 students since its inception in 2019, by offering university credit-rated courses in Digital Learning Design. The growing number of the Institute's corporate clients include: Boston Scientific, Vodafone, Zendesk, Primark, NHS and Three. In 2021, The Digital Learning Institute launched the Professional Diploma in Digital Learning Design with Glasgow University, and also established an Industry Advisory Council with global leaders in Digital Learning.
- **IK Drones Consultants:** IK Drones Consultants, led by CEO Ian Kiely, has a primary focus on the development of

drones primarily focussing on the space aspect of future solutions. Having won the European Space Masters of Satellite Navigation in 2018, IK Drones Consultants are currently working as part of a European consortium on GONAV IoT, which is a high-precision positioning algorithm and chipset developed in collaboration with the European Space Agency (ESA). The technology will reliably enable pinpointing the location of multiple drones in real time, a feat yet to be achieved in a scale by any organisation. The International launch of GEONAV IoT is scheduled to take place at the Media Cube in early 2023, and will be supported by the ESA.

- **Xhail:** Xhail is a tech start-up focussed on the music and entertainment industries, with operations in Dublin, Stockholm, Boston and Los Angeles. Xhail has developed a proprietary technology that will forever change the way music is created, shared and enjoyed. The technology offering that underpins the company's patents has broad applicability in many industries, including film and television, advertising and



Donna Ledwidge and Renee O'Shaughnessy of FemTech Healthcare Ltd.

5.4.1 Media Cube (Cont'd.)

commercials, movie promotions and trailers, gaming, social media and web services. The company works with and supports artists throughout the world, providing sustainable income generation opportunities. In 2022, Xhail will launch a consumer application that will give anyone, regardless of ability, the opportunity to create the world's best sounding performances and share them with their network.

- **ZiggyTec:** ZiggyTec is a prop-tech company providing the latest Internet of Things technology to deliver accurate, reliable and consistent data from commercial buildings and retail centres. ZiggyTec's solutions allow asset owners and facility managers view data collected from utility meters and indoor air quality sensors via our ZiggyTec Cloud portal. These readings allow clients to ensure that their buildings are following sustainability guidelines and help control the usage of energy, water and gas, as well as monitoring internal air quality. ZiggyTec further supports its clients by

giving them access to running monthly and weekly reports, which enable them to see any trends and problematic areas, which can then be addressed and monitored more closely.

5.4.1.1 Media Cube Alumni

A number of Media Cube graduates enjoyed success during 2020/2021, including:

- **Femtech Healthcare Ltd.** - founded by Donna Ledwidge and Renée O'Shaughnessy, Irish Femtech Healthcare Ltd. is a health and beauty sciences company that uses technology and data to transform the total healthcare experience for women. In 2019, Femtech attracted €820M of investment globally. In 2021, they launched KeyForHer.com, a unique, market-first platform which is an algorithm-powered destination for Irish women offering advice, personalised health recommendations, and natural supplements. The company's core pillars are Menstrual, Menopause and Motherhood. The pandemic-fuelled popularity of online tools for healthcare has continued to bolster growth for Femtech Healthcare Ltd.



LtoR: Tom Flanagan (NovaUCD), Ann Marie Phelan (IADT), and Paula Carroll (Enterprise Ireland)

5.4.1.1 Media Cube Alumni (Cont'd.)

- **Equine MediRecord** - Equine MediRecord (a New Frontiers graduate company) is now the global leader in equine anti-doping and horse welfare software. The company now operates in Ireland, the U.K., France, the USA and Saudi Arabia. Equine MediRecord has partnered with some of the largest global equine brands, such as: Breeders Cup World Championships, Saudi Cup, The Arabian Racing Organisation, The Thoroughbred Owners of California, The Kentucky Thoroughbred Association, and the Irish Veterinary and Welfare Commission. While representing Kildare in Ireland's Best Young Entrepreneur competition in 2019, the company won the Irish Midlands Best Start-up Award. Equine MediRecord won 'Best Farm Software in EI Innovation Arena' at the National Ploughing Championships 2020. The company was a national finalist for Irish Exporter of the Year in 2021 in the Small Farm Association Awards. Equine MediRecords is now based in the Curragh, Co. Kildare.

5.4.2 New Frontiers Programme

The New Frontiers Programme, funded by Enterprise Ireland is a leading enterprise development programme in Ireland. In June 2021, IADT Media Cube and NovaUCD announced a new five-year partnership to deliver a New Frontiers Programme for entrepreneurs, with IADT acting as the lead partner. The purpose of this entrepreneurship programme is to fast-track the growth of innovative businesses who have the capacity to scale internationally.

Following a successful recruitment campaign, the first New Frontiers Phase 1 programme was completed in November 2021, with a total of 35 start-up companies participating in Phase 1. Facilitators on the programme were leading experts in their field, and too each company through their paces on a wide range of topic areas, from market research to market validation, finance, marketing, sales and investing strategies. A total of 13 participant companies will progress to Phase 2 of the Programme, which offers additional financial support of €15K per person, and a hot desk at

5.4.2 New Frontiers Programme (Cont'd.)

the Media Cube. Phase 2 will run from March to September 2022.

Notable successes from previous New Frontiers programmes include:

- **VenueSearch** - Matthew Egan, CEO and Founder of VenueSearch, has developed a platform that connects party planners, the general public and businesses across Ireland, with fantastic venues to host a wide range of corporate events, social events and unique experiences. VenueSearch provides partner venues with a first-class digital marketing platform to promote their offerings all year round, to a highly relevant audience, enabling them to acquire lucrative group bookings with minimal hassle, cost and effort. The company has been processing record levels of visitors and bookings on the platform in 2021 as well as driving over 100,000 visitors (primarily venue staff) from around the world to the VenueSearch social distancing capacity calculator tool.
- **Eating Freely** - Emma Murphy is the CEO and Founder of Eating Freely, which is a specialist, evidence-based therapy and nutrition programme for emotional eating and binge eating disorders. Eating Freely has both an online, self-directed programme, and a network of Licensed Eating Freely Practitioners, who support clients in person over 5-6 months. 2020 was a challenging year, and Covid-19 resulted in all planned live training being cancelled or paused. Eating Freely adapted quickly and moved to a 100% online training model, and began training practitioners internationally, primarily in the USA. The business model has now been developed into a franchise opportunity, where territory franchisees recruit and manage their own local network of 12-20 Eating Freely Practitioners. Eating Freely is now raising a pre-seed round of investment to fund entry into the US market in 2022.
- **Education Elephant Ltd.** - Education Elephant Ltd. was founded by two psychologists and sisters, Rebecca Good and Dr. Kate James in 2017, and began trading in 2019. It is a digital platform for the families and carers of children with additional needs. Currently, Education Elephant Ltd. partner with global experts to produce digital



Kate Carter, founder of Kate Carter Beauty



John Hayes, Clutch Academy co-founder

5.4.2 New Frontiers Programme (Cont'd.)

learning experiences that help families access essential support, knowledge and understanding faster and more efficiently than traditional routes. Education Elephant Ltd. has also developed a psychometric test for schools and health professionals, and have partnered with a US company to gain exclusive distribution rights to a second psychometric test, both of which will be sold to schools and organisations internationally.

5.4.3 Student Enterprise Bootcamp 2021

In January and February 2021, the Media Cube delivered its Annual IADT Student Enterprise Bootcamp virtually in line with the Covid-19 guidelines. Selected IADT students worked with a team of mentors from Media Cube companies and representatives from Enterprise Ireland, the Dún Laoghaire-Rathdown Local Enterprise Office (LEO), and Bank of Ireland to develop their business ideas and become 'pitch ready' for investment. The closing event of the Bootcamp was the presentation of the 'Elevator Pitches' by the students to a panel, including representatives

from Enterprise Equity Venture Capital Investment Management, the Media Cube and the Department of Entrepreneurship at IADT.

The winner of the coveted Most Promising Entrepreneur Award was won by Kate Carter, 3rd year student of BBus (Hons) Business Management at IADT, for her impressive business pitch that focussed on organic cosmetic solution products. Paul McDermott and John Hayes, who are also studying BBus (Hons) Business Management won the Most Developed Business Prize for the Clutch Academy, which focuses on building confidence and team playing skills in sports for children and vulnerable adults. The success of the Clutch Academy was featured in the 'Sunday Independent' magazine. Cian O'Carroll, 3rd year BA (Hons) New Media Studies, was the winner of the Most Innovative Business Prize for 'Corporate Cian', a satirical YouTube channel.

The applications and selections process for the 2022 Bootcamp commenced in November 2021. This bootcamp has been developed to further support entrepreneurship among IADT students across the academic disciplines.

5.5 Events & Achievements

Variety Magazine Top Film Schools 2020 (Sept. 2020)

IADT's National Film School was named as one of Variety Magazine Top Film Schools for 2020. It was the first time that an Irish school made it onto the prestigious rollcall. The list included: the University of Southern California, the Beijing Film Academy, the UK National Film & Television School, and Moscow's VGIK. Each year, Variety selects the top global film schools and educators in their report, "The Entertainment Education Impact Report: The Top Film Schools and Educators from around the Globe", and IADT was one of only ten non-US schools mentioned in the reported.

IADT Young Writers' Competition (Feb. 2021)

In February 2021, IADT launched the Young Writers' Competition for Transition Year Students attending schools in the Dún Laoghaire Rathdown local authority area. Students were invited creatively to the idea of HOPE in a short, original piece of writing (400 words maximum). The top three entries received €100 One4All Vouchers each and their class will be hosted on a tour of IADT's National Film School, followed by lunch in the Institute once public health guidelines allow. The winners were:

- Finn Wallace from CBC, Monkstown for Burning Hope (essay);
- Aoife Ní Chúinn from St. Gerard's, Bray (visual piece)
- Varshika Mecheri from St. Andrew's College, Booterstown for An Unsafe (poem)

Dublin Learning City Festival (Mar. 2021)

Dublin Learning City (DLC) is a HEA-funded initiative to collaboratively promote and advance equality of access to higher education for under-represented groups. DLC is partnership comprised of six colleges: IADT, Marino Institute of Education (MIE), National College of Art and Design (NCAD), Royal College of Surgeons in Ireland (RCSI), Trinity College Dublin (TCD), and University College Dublin (UCD).

DLC has a strong partnership with Dublin City Council, the City of Dublin Education and Training Board (CDETB), Dublin-Dún Laoghaire Education and Training Board (DDLETB) and Education Networks throughout Dublin. DLC is co-chaired by Denise McMorrow, Student Experience Manager, (IADT) and Seán Delaney, Senior Lecturer (MIE).



5.5 Events & Achievements (Cont'd.)

Dublin Learning City Festival (Cont'd.)

IADT hosted the Dublin Learning City Festival as a virtual event from 22nd to 24th March 2021. Over the course of the three days, a total of 8,000 participants took part in a wide range of events devised to appeal to a diverse level of interest, from young children to the actively retired. The aim was to inspire and encourage people to believe in themselves, to get involved, to earn, and to realize that learning can be fun and to celebrate it in an inclusive way.

During the Festival, DLC promoted 'Learner Voices' which included one of IADT's graduates, Pat Fitzsimons who shared his personal journey on returning to college and how he is achieving his goals with the supports available to him.

5.6 Marketing

During the academic year 2020/2021, the Marketing Office continued to promote the Institute's course provision, provide up-to-date information on the Government's pandemic restrictions, as well as to promote online events.

From January to March 2021, Spotlight Sessions, a series of online CAO short talks, were offered to prospective students providing information from lecturers and current students. A total of 980 students attended remotely, with the information session being run over a period of ten weeks.

In May 2021, the Marketing Team launched IADT's newly designed homepage. The objective of this project was to re-develop IADT's homepage, with an emphasis on mobile usage, creating a platform serving the strategic needs of the Institute.

In June 2021, the Marketing Office delivered a successful On Show 21 event which included:

- Online Exhibition with over 18,000 views
- Integrated social and digital campaigns across all IADT platforms;
- A selection of work by 400 graduating students which was projected onto the walls of the Lexicon Library in Dún Laoghaire;
- An online launch event;
- Press coverage in the following publications:
 - ⇒ The Irish Times—front page
 - ⇒ The Irish Times—Images of the Day
 - ⇒ The Herald



5.6 Marketing (Cont'd.)

- ⇒ RTÉ.ie web feature
- ⇒ RTÉ Radio 1— Morning Ireland in ‘What the papers say’
- ⇒ The Examiner

During Summer 2021, the Marketing Office developed a suite of materials to communicate the key safety messages for staff, students and visitors during the Covid-19 pandemic restrictions. These included:

- Prominent online landing page on IADT’s website;
- COVID Safety Icons;
- ‘Return to Campus’ videos;
- External signage (including flags);
- Internal signage and way-finding signs for all entrance doors;
- Display easel boards at each building entrance.

5.7 Campus Initiatives/Developments

5.7.1 New Digital Building

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 provide space to support and grow creative, digital and technological programmes, as well as providing a 600 seater campus restaurant and informal learning spaces. When completed in 2022/2023, the building will provide for an anticipated growth in numbers in the region of 590 students.

In July 2019, a planning application was submitted to Dún Laoghaire-Rathdown County Council and planning permission was granted by An Bord Pleanála at the end of August 2020.

In November 2019, the National Development Finance Agency, as the financial adviser for the PPP programme, commenced a tender process for the Project Team. Following a pre-qualification process, three candidates were shortlisted and invited to participate in Dialogue in August 2020. A preferred tenderer was identified in September 2020, and contract negotiations commenced.

It is expected that construction will commence in Quarter 3 of 2022, with the building being completed within 26 months.



5.8 Energy Management Report

5.8.1 Energy Awareness Campaign

During 2020/2021, IADT continued the partnership with the OPW Optimising Power at Work campaign and held online events for the Campus Green Week from 26th to 30th April 2021. The event included an energy quiz, a staff talk on energy awareness at home, smart metering and electric vehicles. In addition, a student competition was held which had over 20 entries with winners in 4 categories (Film & Animations, Sculpture & Visual Communications, Concepts, and Media).

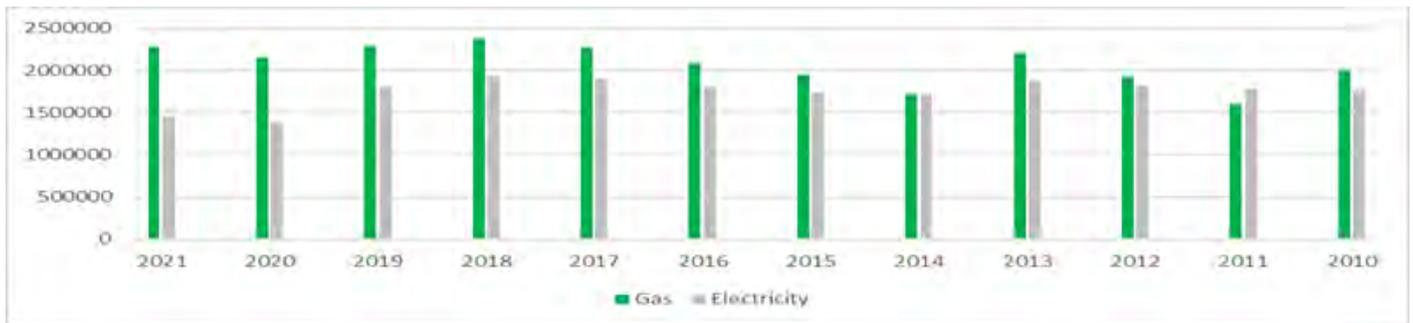
5.8.2 Sustainability

In September 2020, IADT was notified that the Institute's proposal, submitted to the HEA/SEAI Higher Education Energy Efficiency and Decarbonisation Pathfinder Programme, for energy efficiency upgrades in the Atrium Building had been successful. The Institute secured funding to the value of 450,000 to carry out the following works on the Atrium, which commenced during Summer 2021:

- The Installation of a new heat pump to heat domestic hot water;

- The retrofit of LED lighting throughout the building and the installation of presence-based/daylight sensors;
- The installation of thermostatic radiator valves on all radiators;
- The removal and replacement of the existing roof covering and insulation above the Library;
- The installation of additional insulation over the ceilings of the third floor of the building;
- The installation of auto power-off switches in all computer labs;
- The removal and replacement of the existing roof covering and insulation above the Library;
- The installation of additional insulation over the ceilings of the third floor of the building;
- The installation of auto power-off switches in all computer labs;
- The installation of check meters on main utilities to monitor performance;
- The carrying out of thermal imaging and air tightness surveys, including any localised works ensuing from the surveys.

Energy Use kWh	2021	2020	2019	2018	2017	2016	2015	2014	2013	2012	2011	2010
Gas	2275788	2147267	2286567	2379600	2266009	2090151	1949765	1720395	2202143	1921221	1600379	1996718
Electricity	1445687	1381857	1809565	1939692	1905654	1800975	1736304	1721298	1885562	1812206	1788057	1763645



5.8.3 Minor Works

During 2020/2021, the following minor works were undertaken:

- Installation of LED external lighting
- Installation of new LED lighting and controls in the Model Making Studio
- Installation of additional/replacement CCTV cameras externally and in the Atrium.
- Additional card access fitted to internal and external doors in the Quadrangle Building, and upgraded access control software installed.
- Repainting of Carriglea Building.

5.8.4 Energy Consumption

During the academic year 2020/2021, electricity consumption was approximately 1,400kWhs, a reduction by 19.7% from the baseline year of 2018. This was due to the reduction of staff and students attending on campus during the COVID-19 pandemic restrictions. Gas consumption during 2020/2021 was approximately 2,600kWhs, 9.8% higher than the baseline year of 2018. This was due to the extended running times for heating systems during Autumn 2020, and

Winter and Spring 2021 to compensate for longer and more stringent ventilation measures due to the COVID-19 pandemic. The Institute's energy consumption for 2020/2021 was down by 3% on the previous year.

5.8.5 Estates & Facilities COVID-19 Response

In 2021, the Estates & Facilities Team was shortlisted for the Education Awards and was awarded third place in the Facilities Management category for their COVID-19 Emergency Response. For the commencement of the academic year 2020/2021, amendments were made to the social distancing in teaching spaces, with the responses put in place during 2019/2020 were maintained.

During 2020/2021, the Institute procured and installed 125 air quality monitors in all naturally ventilated rooms. This is a computer-based system which alerts the Estates & Facilities staff members if a room exceeds the established thresholds.

The Institute successfully applied for planning permission for four linked canopies (6m x 24m) to be installed in the Quadrangle Courtyard in order to provide additional external covered seated spaces for staff members and students.

5.9 Safety Management

5.9.1 Health & Safety Training

During the academic year 2020/2021, relevant staff members attended the following safety courses (held both virtually and in person):

- COVID First Aid Training (St. John's Ambulance)
- Digital Resilience (Chris Flack Unplug)
- Ergonomic Risk Assessment Training (Ayrton)
- First Aid Responder 3 Day Course (St. John's Ambulance)
- First Aid Responder Refresher Course (St. John's Ambulance, Medicore & Order of Malta)
- Lead COVID Worker Training (IBEC)
- Lead Worker Representative Training (IBEC)
- Manual Handling Training (Internal)

In addition, during the academic year 2020/2021, a number of online modules were provided to staff members delivered by Legal Island in the following areas:

- COVID-19 Return to Work Induction
- GDPR Compliance
- Protecting Data when Home Working in Ireland

- Protecting Yourself when Home Working in Ireland
- Return to Work Anxiety.

5.9.2 Fire Drills & Fire Alarm Activations

Due to the COVID-19 pandemic and resultant restrictions, no Fire Drills were held on campus during 2020/2021.

During the academic year, a total of five fire alarm activations occurred, all of which were false alarms. The Estates & Facilities Manager met with the Dublin Fire Brigade District Manager with a view to updating the Institute's Emergency Response Plan, including changing the Protocol around callouts.

5.9.3 Statutory Accident & Incident Reporting

During the academic year 2020/2021, one accident occurred on IADT's campus. The injured party was treated onsite and did not require reporting to the Health & Safety Authority. No incidents occurred on campus during 2020/2021.

5.9.4 Safety Statement

The statutory Safety Statement was reviewed and redrafted in June 2021.



5.10 IADT's Response to COVID-19

During 2020/2021, the Institute's COVID-19 Group continued to meet on a regular basis to review any issues/concerns raised in relation to the COVID-19 pandemic and on-site attendance by staff members and students. Both students and staff members received regular updates during the academic year.

During the academic year, the Institute's Information Services Dept. distributed over 300 new mobile devices to staff and students to enable remote work and study. The Department deployed a 100-seater laboratory accessible remotely by staff members and students.

In addition, the ISD upgraded a number of computer laboratories and teaching spaces to allow for online learning, with new multi-projection systems and multi-camera set-ups within the rooms to allow for both hybrid and fully online teaching. A mobile unit was created for deployment in studios across campus, and the ISD supported staff members in the setting up mobile studios for remote teaching purposes.

The Institute's COVID-19 Policy Statement and Campus Protocols, were updated in accordance with Government requirements.

During 2020/2021, all Institute meetings, including Governing Body meetings continued to be held via online platforms.

All academic processes, including examinations and assessments; portfolio receipt and assessment and end-of-year exhibition were implemented and run using online and remote platforms.

The Institute received a range of Government supports through the HEA in respect of laptops for students, mental health supports for staff and students and additional supports for a) preparations for a return to Campus and b) development and continuation of remote academic delivery.



6 Personnel

6.1 Staff Numbers

The figures below are based on Whole Time Equivalent (WTE) calculations and include self-funded posts as at 31st August 2021:

Staff Category	2020/2021
• Academic	130
• Management, Administrative & Library	54
• Research	5
• Student Services	5
• Technical Support	15
• Non-Technical Support	<u>10</u>
Total	219

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 2020/2021 the ceiling for IADT was 218 WTEs in respect of core funded posts.

6.2 Equality & Diversity

6.2.1 Athena SWAN Ireland

In 2017/18 an Athena SWAN Self-Assessment Team was established, 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, mathematics and medicine 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.

As previously stated in this Report, in April 2019, the Institute applied to Advance HE for Athena SWAN Bronze accreditation but was unsuccessful on that occasion. As part of the consultation process for Athena SWAN, the SAT disseminated a 'culture survey' to all staff between December 2020 and January 2021. The survey was designed to provide an evidence-based understanding of the working environment, both on and off campus, and to assess the Institute's opportunities and challenges in relation to gender equality and wider EDI issues. The survey was administered and analysed by the EDI Manager. IADT will re-apply for Bronze accreditation in April 2022.

6.2.2 HEA Gender Equality Enhancement Fund 2020

In February 2021, IADT was selected as one of the recipients of the HEA Gender Equality Enhancement Fund, aimed at advancing gender equality in Irish Higher Education. IADT will lead the project - "Irish Network for Gender Equality in Computing (INGENIC): The Collective Voice for Gender Equality in Computing with partners GMIT and

6.2.2 Investors in Diversity Bronze (Cont'd)

Maynooth University". INGENIC is an Irish network of academics, with members from HEIs across Ireland, and provides a platform to coordinate the research carried out by many HEIs in relation to gender equality within computing. The funding provided by the HEA to IADT, GMIT and MU will create two research assistant roles, to work to ensure a united approach to data gathering and analysis in the area of gender equality in computing.

6.2.3 Equality, Diversity & Inclusion Events 2020/2021

A number of EDI-related events were held during 2020/2021. To celebrate International Women's Day on 8th March 2021, IADT organised a series of online events:

- Dr Anne O'Brien (Maynooth University) delivered a lecture on 'Women, Inequality and Media Work'. The lecture was in aid of the Dublin Rape Crisis Centre.
- Loretta Dignam (Founder and CEO of The Menopause Hub), also gave a talk on 'Menopause in the Workplace'.
- Second level students and their parents were invited to hear inspirational stories about studying and working in Computing in order to encourage more female students to consider Computing as a degree option. The event was organised by Anne Wright (Dept. of Technology & Psychology) and Michele Murphy (School Liaison Officer).

- IADT's Marketing Team ran a social media campaign on 'Celebrating the Women of IADT'.

During 2020/2021, the EDI Manager also organised training sessions for staff on race equality, gender equality in the workplace, and gender identity and gender expression. All members of the Executive and Management Teams participated in the training on race equality.

6.2.4 Framework for Consent

The EDI Manager oversees the implementation of the Framework for Consent in the Institute and is Chair of the IADT Consent Working Group. Membership is comprised of key stakeholders, including academic staff members, Student Support Services, HR, EDI, Students Union representatives, and external specialist agencies.

During 2020/2021, online consent workshops were made available to all 1st Year students. In addition, training was provided by the Dublin Rape Crisis Centre on receiving a disclosure of sexual violence to key staff in EDI, Human Resources, the Student Health Centre and IADTSU.

On 27th May 2021, the EDI Office launched the IADT Consent Action Plan to Tackle Sexual Violence and Harassment. The Action Plan takes a whole-institution approach, and has actions on institutional culture, recording,

policy and procedures, and targeted initiatives. All staff were invited to the launch, highlighting the collaborative ethos of IADT's approach to changing the culture of sexual violence in higher education.

Following the launch of the IADT Consent Action Plan, the EDI Office delivered First Responder Training to staff in the Human Resource Office, as key personnel in dealing with disclosures and complaints. In addition, Consent Plus training was given to 1st Year Focus Student Ambassadors as part of their wider training programme ahead of the new academic year.

6.2.5 Gender Statistics as of 31 August 2021

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.

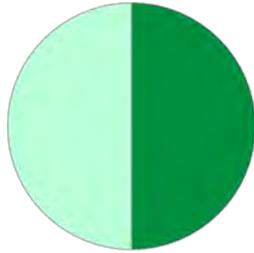
IADT seeks to promote a work environment, which is free from discrimination on the grounds of gender, marital status, family status, religious beliefs, sexual orientation,

disability, age, race or membership of the traveller community. IADT has committed and well-qualified and dynamic staff members who understand and share the vision and mission of the Institute.

In January 2021, the Institute submitted two applications to the HEA for Senior Academic Leadership Initiative (SALI) funding. SALI is aimed at taking positive action to accelerate gender equality at senior academic grades in Ireland.

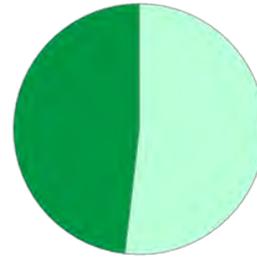
IADT's staff members are essential in realising the vision and mission of the Institute. Their positive and professional interactions and engagements around gender equality with a range of stakeholders, internally and externally, will determine the continued success and development of the Institute.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

6.2.2 Gender Statistics as of 31 August 2021 (Cont'd.)



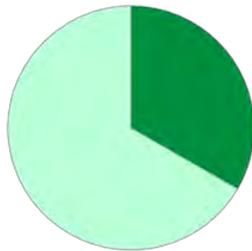
Governing Body

Female **50%** Male **50%**
 Female **9** Male **9**



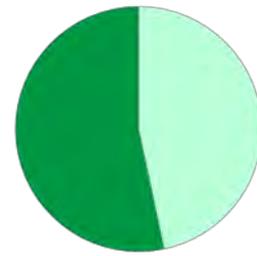
All Staff Members (WTE)

Female **52%** Male **48%**
 Female **113** Male **105**



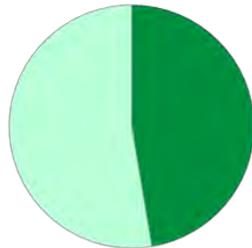
Executive Team

Female **33%** Male **67%**
 Female **2** Male **4**



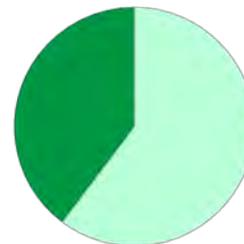
Academic Staff Members (WTE)

Female **47%** Male **53%**
 Female **63** Male **72**



Management Team

Female **47%** Male **53%**
 Female **9** Male **10**



Professional, Management & Support Staff (WTE)

Female **60%** Male **40%**
 Female **50** Male **33**

6.3 Staff Achievements

6.3.1 Non-Faculty Staff Members

David Smith

- Member of the Board of Directors of the Technological Higher Education Association (THEA).
- Member of the Board of Directors of EduCampus Services DAC.
- Member of Executive Management Committee of Creative Futures Academy, a HCI-funded project with alliance partners NCAD and UCD.
- Member of the *National Design Forum* in the capacity of an Education and Industry representative, advising the Department of Business, Enterprise & Innovation on Creative Industries.
- Professional Memberships includes: Institute of Directors of Ireland, Alliance Graphique Internationale, Institute of Designers in Ireland; International Society of Typographic Designers, and Institute of Creative Advertising & Design.

Dr Andrew Power

- Re-appointed by the Minister for Tourism, Culture, Arts, Gaeltacht, Sports & Media to a second term on the Board of the National Museum of Ireland.
- Served as Vice Chair of the Ethical, Political, Legal and Philosophical Studies Committee of the Royal Irish Academy.
- Chaired Programme Validation panels, under their respective Delegation of Authority, for Dundalk Institute of Technology and Letterkenny Institute of Technology.
- Chaired a Programme Validation Panel on behalf of the QQI for Griffith/Pulse College.
- Appointed to the Academic Council of FilmEU.
- Transferred all academic processes, including induction, student services, assessments, and graduation to an online/remote platform during the COVID-19 pandemic restrictions.

6.3.2 Faculty of Film, Art & Creative Technologies (FACT) Staff Members

Dr Michael Connerty

- ‘What the Editor Says’: Engaging the British Comics Readership in the 1890s delivered at the International Graphic Novels and Comics Conference, University of Cambridge, UK, on 22nd June 2021.

Dr Mark Curan

- ‘Abstraction, Studying Up and the Re-Representation of Financial Capital’ delivered remotely at the Documentary Futures: New Ecologies, Science and Aesthetics symposium in Lucerne University of Applied Sciences and Arts, Switzerland (June 2021).
- ‘Normalising Deviance and the construction of THE MARKET (2010-)’ delivered at the Anthropology & Geography: Dialogues Past, Present & Future, Royal Anthropological Institute Annual Conference, London, UK (Sept. 2020).
- Research Associate—International Research Network for Photography & Visual Culture ARCHIVO, Portugal and University of Arts London, UK (Jan 2021-)

John Greaney

- ‘Student Art: Art + Psychology’, exhibition with Mark Joyce in St. Vincent’s University Hospital, Dublin, from 1st March 2021 to date.

Cliona Flood

- Received a Teaching Hero Award, organised by the National Forum in collaboration with the Union of Students in Ireland. (April 2021).

Dr Olivia Hurley

- Re-elected to the Psychology Society of Ireland’s Executive Council.
- Published a video series: ‘Brave Action’ on YouTube (October 2020 to February 2021)
- Panel member for a Special UCD Sport Psychology panel discussion in memory of the late Prof. Aidan Moran (March 2021)
- Delivered a presentation on Careers in Sports Psychology at the PSI/Northern Ireland Branch of the British Psychological Society Careers Event (March 2021).

Dr Mark Joyce

- Received a Dublin City Council Exploring and Thinking Award (February 2021).
- ‘Remote Joy’, group exhibition at the Green on Red Gallery, Dublin (June 2021).
- Received an Arts Council of Ireland Agility Award (July 2021).
- ‘The Narrow Gate of the Hear and Now—The Anthropocene’, solo exhibition at the Irish Museum of Modern Art, Dublin (July to October 2021).

6.3.2 Faculty of FACT Staff Members (Cont'd.)

Dr Mark Joyce (Cont'd.)

- 'Vienna Contemporary', solo exhibition at the Karl Marx Halle, Vienna (August 2021).

Dr Tina Kinsella

- Invited conversant at 'Fail Again, Fail Better: Stories you won't hear in class', an online event for Final Year Matters Moving On Programme (November 2020)
- Organiser and conversant in 'Pressure: Dr Tina Kinsella in conversation with Alice Maher and Cecily Brennan' (March 2021)
- Co-organiser and Panel Convener 'Findings II: Symposium of Undergraduate and Postgraduate Student Research; (June 2021).
- Awarded €700,000 UK-Ireland Collaboration in the Digital Humanities Grant under the 'Irish Principal Investigator for Feminist Art Making History', supported by the Irish Research Council/Arts and Humanities Research Council (August 2021).

Paul McDonnell

- Received a Teaching Hero Award, organised by the National Forum in collaboration with the Union of Students in Ireland. (April 2021).

Sinéad Meade

- Received a Teaching Hero Award, organised by the National Forum in collaboration with the Union of Students in Ireland. (April 2021).

John Montayne

- Received a Teaching Hero Award, organised by the National Forum in collaboration with the Union of Students in Ireland. (April 2021).

Dr Michael Murphy

- Received a Teaching Hero Award, organised by the National Forum in collaboration with the Union of Students in Ireland. (April 2021).

Adrian O'Connell

- Received a Teaching Hero Award, organised by the National Forum in collaboration with the Union of Students in Ireland. (April 2021).

Ciarán O'Keefe

- Received a Teaching Hero Award, organised by the National Forum in collaboration with the Union of Students in Ireland. (April 2021).

6.3.2 Faculty of FACT Staff Members (Cont'd.)

Dr Elaine Sisson

- 'Costume, Clothing and Popular Culture in Ireland in the 1920s' delivered at the COST Network, Working Group on Textiles and Identity EuroWeb. Europe through Textiles, University of Warsaw, Poland (February 2021)
- Commissioned and curated a series of 6 podcasts from leading academics on history and emotion, entitled 'From Grief to Wonder' for the Royal Irish Academy (March to May 2021).
- Delivered an online talk entitled 'Flappers and Bohemians in the Irish Free State' at the Laois County Council Library (May 2021).
- Chaired a roundtable discussion on 'Staging Europe at the Gate Theatre' at the European Federation of Associations and Centres of Irish Studies Conference at Charles University, Prague (June 2021).
- Chair of Judging Panel of the RDS Visual Arts Bursary (July 2021).

Laura Venables

- Received a Teaching Hero Award, organised by the National Forum in

collaboration with the Union of Students in Ireland. (April 2021).

Anne Wright

- Received a Teaching Hero Award, organised by the National Forum in collaboration with the Union of Students in Ireland. (April 2021).

During the academic year 2020/2021, a number of staff members in the Faculty of FACT had publications, including:

- Dr Ruth Alexandra Moran
- Dr Michael Connerty
- Dr Mark Curran
- Dr Maeve Connolly
- Dr Tina Kinsella
- Dr Olivia Hurley

6.3.3 Faculty of Enterprise & Humanities Staff Members

Dr Yaqoub BouAynaya

- ‘Expressions of Emotion: The Black Lives Matter protest in Dublin’ presented at the virtual International Visual Sociological Conference in July 2021.
- Presented a paper at the 15th European Sociological Association Biennial Conference in August 2021.

Dr Josephine Browne

- Member of Dublin Regional Skills Forum.
- Board member of Crawford Art Gallery and Chair of the Artistic Policy Sub-Committee.
- Engaged with DLR Local Enterprise Office and Sandyford Business District.
- Engaged with Age Alliance DLR and the Dun Laoghaire Rathdown Chamber
- Member of the Dublin Regional Enterprise Implementation Plan Steering Committee.
- Member of the Solicitors Disciplinary Tribunal.

Darren Devereux

- Received a Teaching Hero Award, organised by the National Forum in

collaboration with the Union of Students in Ireland. (April 2021)

Dr Catriona Kirby

- Vice-Chair of peer-review panel of Bachelor and Master programmes for the Erasmus+ DESTIN project ‘Journalism Education for Democracy in Ukraine: Developing Standards, Integrity and Professionalism’ (Spring 2020)
- Delivered keynote address on Eiléan Ní Chuilleanáin at the Applied Linguistics Research Teaching and Creativity Conference organised by the Northern (Arctic) Federal University on 15th October 2020.
- Received a Teaching Hero Award, organised by the National Forum in collaboration with the Union of Students in Ireland. (April 2021).

Siobhan Gallagher

- Judge and advisor for Foróige.

Dr Selina Guinness

- Received PhD in Creative and Critical Writing from the University of Manchester (February 2021).

6.3.3 Faculty of Enterprise & Humanities Staff Members (Cont'd.)

Conor Heagney

- Received a Teaching Hero Award, organised by the National Forum in collaboration with the Union of Students in Ireland. (April 2021).

Dr Sharon McGreevy

- Member of the judging panel for HR and Leadership Awards (August 2021).

Paraic McQuaid

- Completed profile of Cultural Policy in Ireland for inclusion in the Compendium of Cultural Policies, which was published on the Cultural Policies website in November 2020.
- Moderated a session on Sustainability and Resource Management in Cultural Heritage at the virtual SoPHIA Conference Vienna (April 2020).
- Was a member of the Panel on Public Art & Policy at the Public Art Now Conversations at TUD & Grangegorman Development Association

Dr Therese Moylan

- Included in the Diversein list of 146 Inspiring Women Leaders of 2021, to recognise and reward inspiring women leaders globally (March 2021).
- 'Assessing Entrepreneurial Learning: A Review of Practice in Higher Education' delivered at the 3E Plenary (May 2021).
- Successfully bid for funding from the National Forum Strategic Alignment of Teaching & Learning Enhancement and achieved €59K. (2020)
- Vice President of the European Council for Small Businesses Ireland.
- Member of Board of Nutgrove Community Enterprise Centre.
- Member of Dun Laoghaire Rathdown County Council Local Enterprise Office Evaluation Committee.
- Member of the Pavilion Theatre Board.

6.3.3 Faculty of Enterprise & Humanities Staff Members (Cont'd.)

Dr Díóg O'Connell

- Appointed as the Academic Lead to Creative Futures Academy with responsibility for academic engagement and curriculum development.
- Submitted a consortium application to North/South Funding involving partners in Queens University Belfast with Fighting Words (Dublin and Belfast) for a proposed Centre for Contemporary Narrative Practice.

Rebecca Roper

- Appointed to Board of Nutgrove Community Enterprise Centre (Nov. 2020)
- 'Assessing Entrepreneurial Learning: A Review of Practice in Higher Education' (collaboration with MTU) delivered at 3E Plenary (May 2021).
- Member of Dún Laoghaire Rathdown Co. Co. Local Enterprise Office Evaluation Committee.
- Member of The Pavilion Theatre Board.

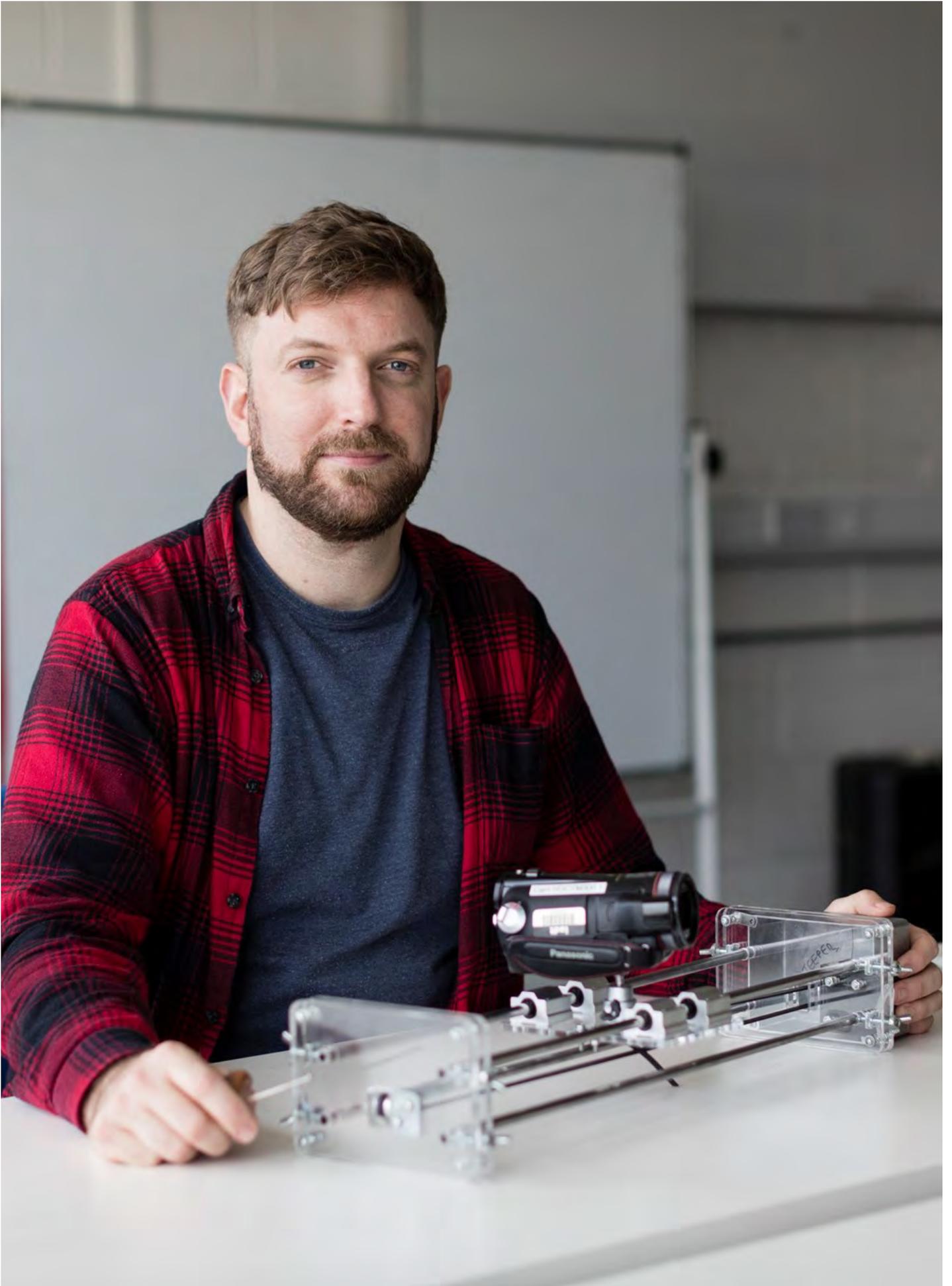
- Vice President of European Council for Small Business and Entrepreneurship (Ireland)
- Successfully bid for €59K funding from the National Forum for Strategic Alignment of Teaching & Learning Enhancement.

Peter Weadack

- 'Reflections on Teaching Accounting Online' presented at the Irish Accounting & Finance Association Teaching & Learning Day on 15th January 2021.

During the academic year 2020/2021, a number of staff members in the Faculty of Enterprise & Humanities had publications, including:

- Dr Josephine Browne
- Dr Therese Moylan
- Dr Díóg O'Connell



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 8th April 2022. An abridged version of the financial statements for the year ended 31st August 2021 is set out below.

7.2 Abridged Financial Statements 2020/2021

Statement of Comprehensive Income for the year ended 31st August 2021

	2021	2020
	€000	€000
Income		
State Grant	12,702	10,623
Tuition Fees	9,510	8,569
Amortisation of Deferred Capital Grants	1,727	1,675
Research Grants and Contracts	948	765
Student Support Funding Income Recognised	422	268
Interest Income	0	3
Deferred Pension Funding	5,348	5,373
Other Income	866	942
	<u>31,523</u>	<u>28,218</u>
Expenditure		
Staff Costs	16,669	15,681
Retirement Benefit Cost	5,348	5,373
Other Operating Expenses	5,458	4,907
Depreciation	1,727	1,675
	<u>29,202</u>	<u>27,636</u>
Operating (Deficit)/Surplus	<u>2,321</u>	<u>582</u>
Experience Loss on Retirement Benefit Obligations	1,762	(1,850)
Reduction in Pension Liabilities arising from Retirements in the Year	2,843	2,593
Changes in Assumptions underlying the Present Value of Retirement Benefit Obligations	(4,076)	1,989
Total Actuarial (Losses)/Gains in the Year	<u>529</u>	<u>2,372</u>
Adjustment to Deferred Retirement Benefits Funding	<u>(529)</u>	<u>(2,732)</u>
Total Comprehensive (Loss)/Income	<u><u>2,321</u></u>	<u><u>582</u></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

Date: 06/04/2022



David Smith
President

Date: 06/04/2022

Statement of Changes in Reserves and Capital Account for the year ended 31st August 2021

	Capital Account €000	Capital Development Reserve €000	Revenue Reserve €000	Total €000
At 1 September 2019	<u>38,947</u>	<u>4,000</u>	<u>3,104</u>	<u>46,051</u>
Operating Surplus	0	0	582	582
Allocated from Recurrent Grant	675	0	0	675
Allocated from Capital Grant	5	0	0	5
Allocated from Minor Works Grant	333	0	0	333
Allocated from Project Income	0	0	0	0
Amortisation in line with Asset Depreciation	<u>(1,675)</u>	<u>0</u>	<u>0</u>	<u>(1,675)</u>
Movement for the Year	<u>(662)</u>	<u>0</u>	<u>582</u>	<u>(80)</u>
At 31 August 2020	<u>38,285</u>	<u>4,000</u>	<u>3,686</u>	<u>45,971</u>
Operating Surplus	0	0	2,321	2,321
Allocated from Recurrent Grant	337	0	0	337
Allocated from Capital Grant	0	0	0	0
Allocated from Minor Works Grant	750	0	0	750
Allocated from Project Income	5	0	0	5
Amortisation in line with Asset Depreciation	<u>(1,727)</u>	<u>0</u>	<u>0</u>	<u>(1,727)</u>
Movement for the Year	<u>(635)</u>	<u>0</u>	<u>2,321</u>	<u>1,686</u>
At 31 August 2021	<u><u>37,650</u></u>	<u><u>4,000</u></u>	<u><u>6,007</u></u>	<u><u>47,657</u></u>

Signed on behalf of the Governing Body



David Holohan
Chairperson



David Smith
President

Date: 06/04/2022

Date: 06/04/2022

Statement of Financial Position as at 31st August 2021

	2021	2020
	€000	€000
Noncurrent Assets		
Property, Plant and Equipment	<u>37,650</u>	<u>38,285</u>
Current Assets		
Receivables	292	395
Cash and Cash Equivalents	<u>13,714</u>	<u>10,387</u>
	14,006	10,782
Payables		
Amounts falling due within one year	<u>(3,999)</u>	<u>(3,096)</u>
Net Current Assets	<u>10,007</u>	<u>7,686</u>
Retirement Benefits		
Retirement Benefit Obligations	(95,391)	(86,699)
Deferred Retirement Benefit Funding Asset	<u>95,391</u>	<u>86,699</u>
Total Net Assets	<u><u>47,657</u></u>	<u><u>45,971</u></u>
Represented by:		
Capital Account	37,650	38,285
Capital Development Reserve	4,000	4,000
Revenue Reserve	<u>6,007</u>	<u>3,686</u>
	<u>47,657</u>	<u>45,971</u>

Signed on behalf of the Governing Body



David Holohan
Chairperson



David Smith
President

Date: 06/04/2022

Date: 06/04/2022

Statement of Cash Flows for the year ended 31st August 2021

	2021	2020
	€000	€000
Net Cash Flow from Operating Activities		
Operating Surplus/(Deficit)	2,321	582
Interest Income	0	(8)
Depreciation	1,727	1,675
Amortisation of Deferred Capital Grants	(1,727)	(1,675)
Decrease/(Increase) in Debtors	103	(101)
Increase/(Decrease) in Creditors	<u>903</u>	<u>1,515</u>
Net Cash Inflow/(Outflow) from Operating Activities	<u>3,327</u>	<u>1,993</u>
Cash Flows from Financing Activities		
Interest Received	<u>0</u>	<u>3</u>
Cash Flows from Investing Activities		
Payments to acquire Property, Plant and Equipment	<u>(1,092)</u>	<u>(1,013)</u>
Cash Flows from Financing		
State Recurrent Grants spent on Property, Plant and Equipment	337	675
State Capital Grants spent on Property, Plant and Equipment	0	5
State Minor Works Grant spent on Property, Plant and Equipment	750	333
Other Funds spent on Property, Plant and Equipment	<u>5</u>	<u>0</u>
Net Cash Inflow from Financing	<u>1,092</u>	<u>1,013</u>
Net Increase/(Decrease) in Cash and Cash Equivalents	3,327	1,996
Cash and Cash Equivalents at 1 September	<u>10,387</u>	<u>8,391</u>
Cash and Cash Equivalents at 31 August	<u><u>13,714</u></u>	<u><u>10,387</u></u>

Signed on behalf of the Governing Body



David Holohan
Chairperson



David Smith
President

Date: 06/04/2022

Date: 06/04/2022