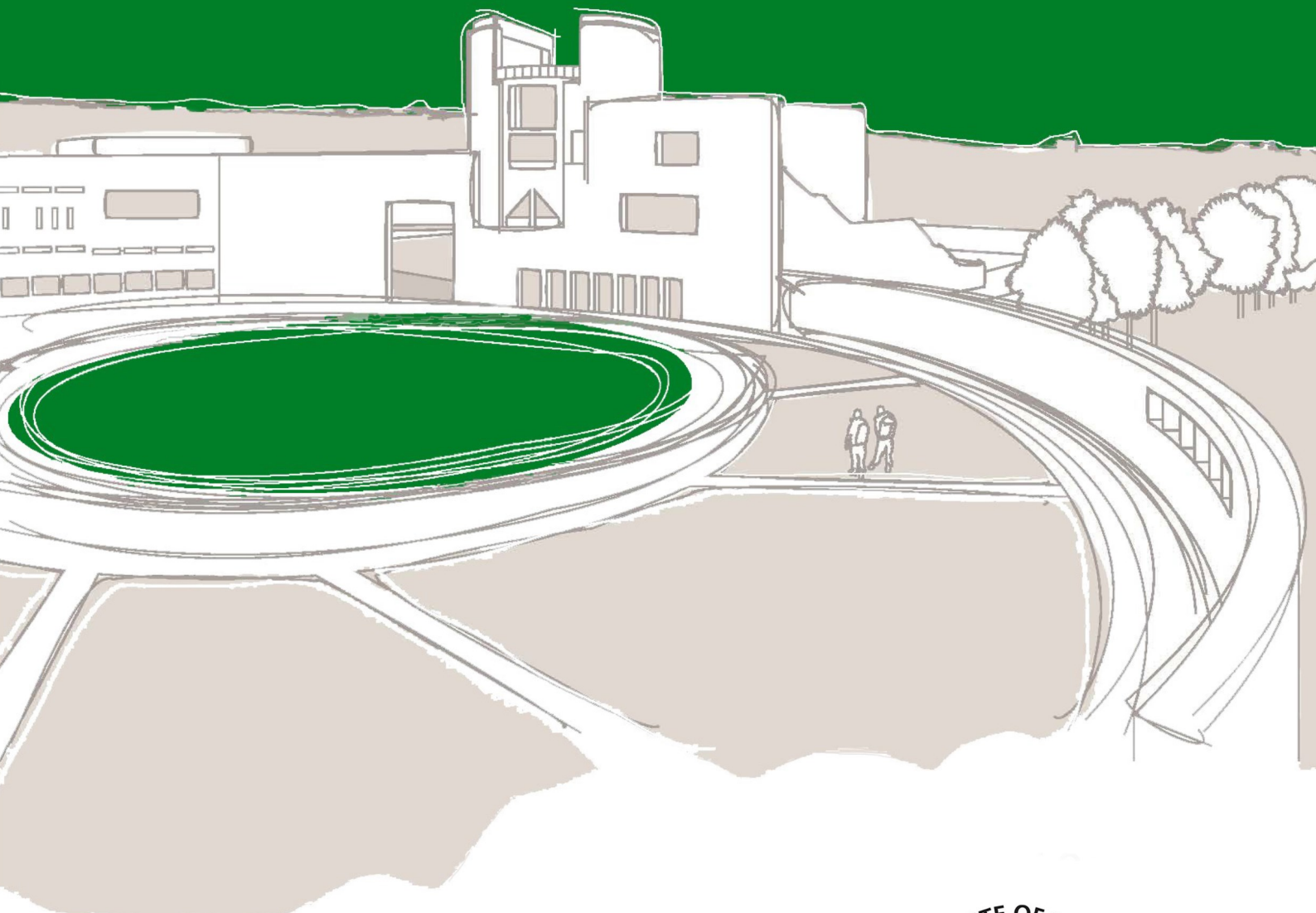


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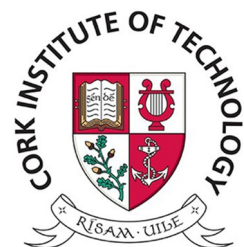


Ireland's European Structural and Investment Funds Programmes 2014-2020

Co-funded by the Irish Government and the European Union

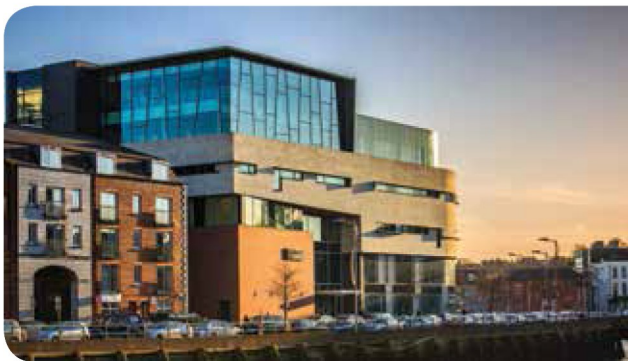


EUROPEAN UNION
STRUCTURAL FUNDS





CIT Bishopstown Campus



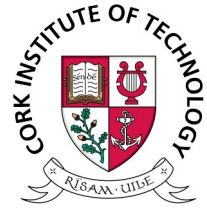
CIT Cork School of Music (CIT CSM)



CIT Crawford College of Art & Design (CIT CCAD)



National Maritime College of Ireland (NMCI)



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History

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

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

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

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

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

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

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

The 25th International Apprentice Competitions were held in Cork Regional Technical College from 2 - 17 September 1979. The Competitions in thirty four craft skills were held mainly at the Bishopstown Campus and fifteen countries competed from Europe, Asia, and America. The intense preparation for the competitions took more than a year and required the preparation of technical sites to a very high specification. There were over six hundred competitors and officials on site and the quest for accommodation for these visitors in city and county hotels was a major task. Social functions were well prepared for the guests and involved many cultural activities and visits to beauty spots in the region. There was a high level of satisfaction with the presentation of Irish cultural activities. The Competitions were opened by the Minister for Education Mr John Wilson TD and awards at the closing

ceremony were presented by the Minister for Labour Mr Gene Fitzgerald. The Competitions were visited by the President of Ireland Dr Patrick Hillary. The events were deemed a major international success by visitors and the Department of Education, and Ireland was third in the medals' table. The event enhanced the international reputation of Ireland as a centre for the highest level of technical preparation and achievement.

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

The CIT Wandersford Quay Art Gallery situated near the CIT Crawford College of Art & Design was opened on 18 June 2010.

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

Mission and Values of Cork Institute of Technology

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

Our Mission

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

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

Our Commitments

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

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

Our Vision

As we look towards the future, we have an ambitious and challenging vision for the strategic development of CIT which is that:

CIT will be an internationally recognised centre of excellence in the provision of career-focused education which produces effective, ethical professionals capable of entrepreneurship, innovation and creativity.

Achieving our Goals

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

The Strategic Management Framework

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

Extract taken from the Institute's Strategic Plan 2012 – 2016.

Institiúid Teicneolaíochta Chorcaí
Cork Institute of Technology



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CREATE BUILDING, CIT BISHOPSTOWN CAMPUS

1. Introduction

Cork Institute of Technology

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1.1 Chairman's Statement



I am delighted to present this annual report of CIT for 2015/16. CIT continues towards the achievement of its mission of providing the best student-centred education in the country for the benefit of the student and for the benefit of the whole of society. This is my fifth year in this role and it has been a tremendous honour and privilege to be involved with this great Institution.

My fellow governors and I are proud and delighted that the Institute has been named “Sunday Times Institute of Technology of the Year” for the third time. This award recognises the professionalism and dedication of staff and is an endorsement of the quality of students and graduates. CIT has also been ranked in the top 10% of European Higher education institutions by U-Multirank, the higher education rankings sponsored by the European Commission.

The launch of Research & Innovation Strategy 2015-2016 was one of the highlights of the year and confirms CIT's position as a major driver of educational and economic development in the region and beyond.

The achievements of our students in external competition at national and international level reflects their dedication and passion and also of the staff who support them. My fellow governors and I are immensely proud of our students who are recognised far and wide for their innovative work.

Arts and culture continues to play a pivotal role in the Institute and I wish to acknowledge the Arts Office whose work in developing and supporting the arts as an integral part of life for students and staff deserves recognition. It was a truly great year for sports on all fronts with special mention of the wonderful achievement of Gary O'Donovan and his brother Paul in the Rio 2016 Olympic Games. I congratulate all and wish them the very best for the year ahead. I must also congratulate the Students' Union RAG Week for the significant sum of money it raised for charity.

CIT made a submission under Cycle 3 of the HEA Strategic Dialogue process and the initial feedback indicates that the Institute continues to perform in line with targets. The Institute has also commenced the process of formulating its new Strategic Plan to cover the period 2017 to 2022.

The journey to Technological University continues. We await the passage of the Technological Universities Bill through the Houses of the Oireachtas in order for the Munster Technological University (MTU) partners to continue their journey to the full implementation of the project.

In conclusion, I would like to thank the members of the Governing Body, the President, Dr Brendan Murphy, the Senior Management, and the staff of CIT for their hard work and continued dedication during 2015/16. It continues to be a great honour for me to work with you all.

Bob Savage
Chairman

1.2 President's Statement



This is my twelfth year in office and the following is my President's Statement which highlights some of the achievements of CIT in 2015/16:

A. Academic Matters

CIT has again been named "Sunday Times Institute of Technology of the Year" for 2016. This is the third time that CIT has received this award. CIT has also been ranked in the top 10% of European higher education institutions by U-Multirank, the higher education rankings sponsored by the European Commission. Our students and graduates are multi-award winning, including twice winning the European Student Innovator Prize.

The Faculty of Engineering & Science and the CIT Crawford College of Art & Design Conferring of Degrees and Other Awards took place on 30 October and 1,000 graduands obtained their parchments.

The Conferring of Degrees and Other Awards for the Faculty of Business & Humanities took place on 2 November and 1,433 graduands obtained their parchments.

The Conferring of Degrees and Other Awards for the CIT Cork School of Music and the Cork Centre for Architectural Education took place on 5 November. 54 graduands obtained their parchments from CIT CSM and 49 graduands from the CCAE obtained their parchments for the CIT/UCC joint conferring awards.

A Ceremony to mark the occasion of the creation of the Institute's first Fellows Emeriti (thirty retired senior academic staff) took place on 27 November.

The Spring Conferring of Degrees and Other Awards took place in the NMCI on 18 February. There were two conferring ceremonies which included the annual conferrings of the National Maritime College of Ireland. A total of 101 graduands obtained their parchments which included three research Masters and two PhDs. The Conferring also featured the first PhD graduand from the Department of Tourism & Hospitality, Dr Lisa Marie O'Riordan.

A Working Group was established by the Higher Education Authority (HEA) in 2014 to develop a set of principles to assist higher education institutions in enhancing student engagement. The Report from the Working Group was published on 14 April and recognised CIT's expertise in the field of student Engagement by selecting CIT as a lead pilot Institute for National Student Engagement Project of HEA, Quality and Qualifications Ireland (QQI) and Union of Students in Ireland (USI).

Mr Seán Sherlock TD opened SciFest 2016 in the Nexus Hall, CIT on 22 April. SciFest is a national festival of science organised regionally in collaboration with the Institutes of Technology and is open to all second level schools. A delegation of 18 school principals from the University of Southern California visited CIT and attended SciFest 2016; they met with exhibiting students and teachers and engaged with industry sponsors. They were in Ireland to undertake research on SciFest and how participation in SciFest, and Science Fairs in general affects the attitudes of students and teachers to the teaching and learning of STEM.

A delegation from Instituto Politécnico de Setúbal (IPS), Portugal visited the Institute on 28 April. The purpose of their visit was to initiate cooperation between IPS and CIT in different areas of joint interest and to sign a bilateral Erasmus Agreement.

On 13 May, the NMCI welcomed the Confederation of European Shipmasters' Associations (CESMA) to the NMCI for an International Conference on Ship Safety. Delegates from 14 countries attended this event and speakers included Capt. Robert McCabe, President of the Nautical Institute (7,000 worldwide membership), Capt. Ulf

Svedberg, a member of the Swedish Maritime Administration, Dr Paul Liston, Trinity College Dublin, and Michael Kingston, Maritime Lawyer of the Year 2014/15.

On 16 May, the Faculty of Engineering & Science welcomed 80 students on campus for the “Engineering Your Future” Transition Year programme. This programme, supported by Engineers Ireland’s STEPS programme, was a week-long, hands-on programme for Transition Year students, designed to introduce them to the exciting and diverse world of Engineering.

The Rt. Hon. Lord Mayor of Cork, Cllr Chris O’Leary attended the final showcase of the Senior Entrepreneurship Action Programme on 31 May and presented certificates of completion to the participants.

The Summer Conferring of Degrees and Other Awards took place in the NMCI on 20 June and 88 Graduands obtained their parchments.

The Institute has established a number of collaborations with international universities to provide education, training and research opportunities for students across a range of disciplines and specialist areas including exchange programmes. Listed below are Agreements/MOUs which were signed during this academic year as follows:

1. Niagara College, Canada
2. Dairy & Food Polytechnic (DFP), Kingdom of Saudi Arabia
3. Fanshawe College of Applied Arts and Technology, London, Ontario, Canada
4. Fanshawe College Ontario in the field of Civil/Structural Engineering
5. Tunku Abdul Rahman University College (TAR UC), Malaysia
6. UCSI University Malaysia
7. Universiti Tenaga Nasional (UNITEN), Malaysia
8. Shanghai Jian Qiao University, China
9. University of Economics – The University of Danang, Vietnam

B. Student Achievements and Awards

The Undergraduate Awards (UA) announced its 2015 Winners and Highly Commended entrants. This year saw CIT’s first ever Programme Winner in the competition, along with three students who were highly commended in their categories. Cited as the ultimate champion of high-potential undergraduates, and often referred to as a “Junior Nobel Prize”, the Undergraduate Awards is the world’s largest academic awards programme, recognising excellent research and original work across the sciences, humanities, business, and creative arts.

Aisling Quill, a 4th year student in the Bachelor of Business in Tourism returned victorious on 14 October having been placed in the top three in her competition category at the annual AEHT (Association of European Hotel and Tourism Schools) Competitions held in Cervia, Italy.

The Annual CIT Cork School of Music Awards took place on 22 October and 5 November. Thirty-eight awards were presented.

The Annual Faculty of Business & Humanities Awards 2015 took place on 29 October and 55 awards were presented to the best graduates from the Schools of Business and Humanities.

PhD graduand, Ruth O’Donnell was awarded a commemorative certificate by Minister for Education and Skills, Ms Jan O’Sullivan TD and Dr Padraig Walsh, Chief Executive, QQI in recognition of her recently conferred PhD. A number of learners nationally were presented with commemorative certificates which represented the ten levels (Level 1 – 10) at which QQI makes awards. Ruth was the level 10 representative and CIT’s sole recipient.

The Annual Presentation of Institute Prizes (honouring our outstanding graduates of 2015) took place on 23 November. Seventeen graduates were presented with awards.

On 17 November, three CIT Interior Architecture students won top awards in a National Design Competition run by Orangebox Furniture. Orangebox design and manufacture contemporary office seating for the commercial environment.

The 2016 IrelandSkills National Competition took place in CIT from 7 – 11 December. Winners in the various skills were presented with trophies at an Awards Ceremony held on 11 December 2015.

Kieran Ward, a 2015 graduate of the BEng (Hons) in Structural Engineering won the Institution of Structural Engineers (Republic of Ireland region) Student Prize for the best Final Year Project in the subject area of Structural Engineering.

On 22 February, CIT CSM student, fifteen year old Kevin Jansson was announced as the joint winner of the Prix Thierry Scherz at the Sommets Musicaux de Gstaad Festival held in Switzerland. He was the youngest participant with many of the other participants already pursuing professional careers as performers.

The Presentation of the CIT RÍSAM Scholarships took place on 29 February and ten PhD scholarships were awarded to successful students. The RÍSAM initiative was developed by the School of Graduate Studies to expand CIT's commitment to PhD education and to support research.

Vincent Forde, 3rd Year Mechanical Engineering student was the winner of the Accenture Leaders of Tomorrow 2016 Competition Finals held on 2 March.

The professional achievements of Brendan O'Regan, Founder and Executive Chairman of Zenith Technologies were recognised by the Faculty of Engineering & Science in CIT. He received the Faculty's STEM Graduate Achievement Award. Brendan was amongst the first graduates of CIT's Instrument Physics programme and went on to graduate from the Stanford School of Business.

Caoimhe Lynch, a 2015 graduate of BSc (Hons) in Biomedical Science won The Academy of Clinical Science and Laboratory Medicine President's Prize (ACSLM) for the best Final Year Research Project in the field of Biomedical Science at a ceremony in the RDS Dublin. She was one of six students selected nationally to compete for the President's Prize.

Damien Dennehy, BEng (Hons) in Mechanical Engineering, CIT's first ever finalist in the Universal Design Grand Challenge Award Competition Finals which took place on 26 May won two major design awards.

C. Strategic Matters

CIT has continued to perform well in respect of the Mission-based Compact agreed with the HEA. CIT made its submission under Cycle 3 of the programme and initial feedback from the HEA indicates that the Institute continues to perform in line with targets.

CIT has commenced the process towards formulating its new Strategic Plan to cover the period 2017 to 2022. In addition, a comprehensive internal audit review of the strategic management process is underway.

Strategic initiatives remain challenging in the current economic situation where Higher Education in general, and CIT in particular, is significantly under funded.

D. Staff

Ms Catherine Murphy was appointed Head of Department of Accounting & Information Systems with effect from 1 September.

Ms Caroline O'Reilly was appointed Head of Department of Management & Enterprise with effect from 1 September.

A retirement function in honour of staff who retired from January 2015 to January 2016 took place on 8 April.

E. Arts and Culture

The annual CIT Christmas Fair took place on 2 and 3 December. 30 stalls full of locally produced gifts, crafts, food and entertainment took part. Proceeds from a raffle went to a worthy cause - Cork Penny Dinners.

CIT's annual Raise and Give (RAG) Week ran from 8 – 12 February raising €14,000 for worthwhile charities.

Students celebrated International Student Day on 2 March during which CIT international students participated in a wide variety of social and cultural events across CIT's various campus locations. CIT is home to more than 1,100 international students from approximately 125 countries.

CIT CCAD hosted the MAKE 2016 SYMPOSIUM: Objects and Revolution on 5 March in the CIT CSM. MAKE 2016 was the third series of annual Symposia that explored issues of making and materiality. It honoured the centenary of Ireland's 1916 Rising by examining the role of objects in personal and political trauma and change.

On 30 March, CIT CCAD graduate, Gentian Lulanaj's painting has been selected for the upcoming prestigious exhibition at the National Portrait Gallery of BP Portrait Award from 23 June – 4 September.

The Student Societies and Activities Awards took place on 5 April and eight society and six individual awards were presented.

The 2nd Annual Eclectic Picnic outdoor end-of-year pre-exams festival took place on 21 April in the Circle Courtyard, Bishopstown Campus, presented by CIT Arts Office and CIT Students' Union, with the support of students and staff from across CIT.

CIT Arts Office works with students and staff in developing and supporting arts related projects and to promote arts activities in all campuses. CIT recognises that, in addition to students' academic development, the arts should be an integral part of life for students and staff and has invested significant funds to develop dedicated professional Performance Theatres and Exhibition Spaces on its campuses.

A Working Group is being established to compile a Strategic Plan for the five years from 2016 to 2021 for Arts on the CIT Campuses. The general parameters of this plan will include Arts activities and individuals which can then be incorporated into the CIT Strategic Plan.

F. Sport

The Institute had a number of outstanding achievements for this academic year including:

Big wins on the Sporting front and on the World stage took place at the weekend of 31 October.

- At the "30th "Kilkenny Open" in O'Loughlin Gaels, Conor Skehan (Mechanical Engineering Year 3 student) won the Men's Open Doubles and Stephen Quinn (Business Studies Year 1 student) was Open Singles runner-up.
- Laura O'Riordan, Early Years Education Year 4 student competed in the deadlift squat and bench press at the "World Powerlifting Championships" in Sicily. She was placed 1st overall in the 55kgs category, with an impressive total of 305kgs for the three lifts.

The CIT Sports Scholarships Presentation Evening took place on 1 December. The event saw 97 student athletes, across 18 different sports, presented with a prestigious sports scholarship.

To mark the occasion of the CIT Student Hurling Club hosting the 2016 Independent Fitzgibbon Cup Weekend in CIT from 26 to 27 February, the Institute hosted a Dinner on 26 February. The Lord Mayor attended as well as many dignitaries from the world of sport.

CIT Sailing Club competed and won the IUSA Student Yachting Nationals at Howth Yacht Club, Dublin on 8 April.

The CIT Athletics Team competed with distinction on 15 and 16 April at the IUAA Inter Varsity Track & Field Championships in Dublin and took 6 medals back to Cork.

The CIT Sports Awards 2016 took place on 26 April and this event provided the ideal opportunity for the Institute to recognise students who have excelled in their chosen sport throughout the year.

Five CIT Athletes represented Ireland on 28 May in the SUCA/IUAA Universities International in the Ayrshire Athletics Arena, Scotland. Over 50 of Ireland's best Athletes, across 22 Universities and Institutions competed against the best Scotland had to offer.

Pearse O'Flynn, 4th year Business Information Systems student won the "Student Sport Ireland Leadership Award" which was presented to him on 8 June. This is a most prestigious award and the only Leadership Award awarded annually by SSI.

CIT scooped the top prize and three High Achieving Merit Awards at the Enterprise Ireland Student Entrepreneur Awards 2016 National Finals held on 8 and 9 June.

Gary O'Donovan along with his brother Paul on their achievement of a silver medal in the lightweight men's double sculls at the Rio 2016 Olympic Games, which is an exceptional accomplishment. Gary, who has just completed an Honours Degree in Business at CIT was presented earlier in the year with CIT's International Achievement Award at the CIT Annual Sports Awards Ceremony. Along with his brother, he has represented Ireland since 2008 and they currently are winners of 9 national championships.

G. Innovation and Research

The Institute launched its Research & Innovation Strategy 2015-2016 on 3 December. CIT's research and innovation activities have more than doubled since the launch of the previous comprehensive strategy in 2007. The research expenditure now stands at €20m annually. The Institute has over 200 research postgraduate students and 100 contract researchers and has added two new research buildings all of which drive research and innovation across and between disciplines. Each year CIT completes research contracts with over 120 companies. The international dimension to its research and innovation includes collaborators from top-ranked universities in Europe, the USA, and Asia. Whilst its established high impact centres of excellence in prioritised areas continue to thrive, CIT has steadily expanded the breadth of its activities across the Institute. It is in these expanded areas in Business, Humanities, and Creative and Performing Arts that CIT already sees significant growth.

This new research and innovation strategy will take the progress achieved to date to a new level, to create, advance and apply knowledge and understanding for the benefit of students, stakeholders and the communities with whom we engage and influence. The efforts of CIT's research community will improve quality of life through discovery, dissemination, exploration and application of research and innovation and further enhance the competitiveness of industry, helping to position them for success in the global marketplace by leveraging our understanding of the business environment in which they operate. While we have set ourselves challenging targets, I am confident that we will achieve them through the combined professionalism, motivation and hard work of our staff and students.

CIT scooped the top prize for research at the RENT 2015 XXIX Research in Entrepreneurship Conference which took place in Zagreb, Croatia from 18 – 20 November. Sarah Davis and Dr Breda Kenny, Hincks Centre for Entrepreneurship Excellence presented the paper "Development of the ICT Industry in Ireland 1960 – 2010: A Retrospective Roadmap".

In terms of Engagement Research Activity, CIT has been at the forefront of developing policy and practice in engagement interactions. The growing use of the term "enterprise engagement" in both QQI and HEA documentation has been, in no small way, related to the work of the CIT-led Education in Employment and REAP projects. CIT is seen as a national thought leader in this space, due to a range of academic outputs including papers presented at a number of national and international conferences (Berlin, Barcelona, Galway, and Warsaw).

Mr Richard Bruton TD, Minister for Jobs, Enterprise & Innovation visited the Rubicon Centre during the summer to meet with some Rubicon companies and the CIT students participating on the Student Inc. programme.

Mr Damien English TD, Minister of State for Skills, Research & Innovation visited the Rubicon Centre twice over the summer to

- (i) launch the "Innovation & Entrepreneurial Skills Passport", developed by the Hincks Centre for Entrepreneurship Excellence in conjunction with Start-Up Ireland. The passport is an entry level, competence-based, introduction to the development of key entrepreneurial life skills, essential to the 'new economy' in the area of innovation and entrepreneurship.
- (ii) meet the CIT students participating on the Student Inc. programme and the students pitched their business ideas to the Minister.

The 2015 Irish Maritime Industry Forum took place at the NMCI on 25 September. This major forum looked at the ocean of opportunities that exist within the sector and concentrated on the key drivers that are set to change the sector in the future.

CIT's Blackrock Castle Observatory (BCO) received a grant of €200,000 from Science Foundation Ireland in the recent round of their Discover awards. The announcement was made by the Minister for Skills, Research & Innovation, Mr Damien English TD at a meeting of the successful applicants in Farmleigh House on 21 January.

CIT International Office won two Government of Ireland Scholarships, one for Vietnam and one for India. In both cases, the successful applicants must come to CIT to undertake Masters level study.

Dr William Whelan-Curtin has joined CIT as a new staff member and bringing over €1.2m in funding, including a prestigious European Research Council starting grant. The ERC is recognised as being the most highly regarded source of funding for “frontier research”. His research is based on nanostructured materials, which he is using to develop new power efficient optical data links. His seven person research group will be based in the CREATE building, where they will design and characterise innovative devices. Dr Whelan-Curtin was a lecturer in Nanophotonics at the University of St Andrews, Scotland. His decision to relocate to CIT is an indication of the internationally-competitive strength of photonics research both in Ireland as a whole, and in CIT in particular.

CIT’s researchers have been successful to date across a number of Horizon 2020 funding applications, with over €2 million so far coming to CIT, mainly in Information and Communication Technology (ICT) related areas, with another five years remaining in this programme. For an Institute such as CIT to be successful in this very competitive arena, the quality of our collaborations is crucial. Partnerships with other universities, and with research entities, such as Teagasc and industry, have led to these and other successes, as well as increased recognition for not only our major research centres but also for a number of individual researchers over the last year. It is good also to see emerging research entities growing in critical mass and gaining traction nationally and internationally.

H. National Strategy for Higher Education

On 3 December 2015, Ms Jan O’Sullivan TD, Minister for Education and Skills announced that the Government had approved the publication of the Technological Universities Bill, 2015. The publication of the Bill is a significant milestone in the process towards Technological University (TU) designation. The Bill will formalise the process and criteria for TU designation as well as providing the legislative framework for merger.

The Technological Universities Bill did not complete its passage through the Houses of the Oireachtas in advance of the dissolution of the 31st Dáil on 3rd February 2016. After the General Election and the formation of a Government a motion was passed to reinstate the Bill at the committee stage. Following this motion, we await the reintroduction of the Bill.

The MTU project was allocated €1.2m in 2016 to fund the work required to achieve merger and Technological University designation. The MTU partners have continued to carry out project work where practicable but the passage of the TU Bill is a vital next step to allow for full implementation of the project.

Dr Brendan J. Murphy
President

1.3 Equality Statement

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

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

1.4 Irish Language & Culture

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

1.5 About Cork Institute of Technology and its Organisation Chart

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

Bishopstown Campus situated in the western suburbs of Cork City

CIT Crawford College of Art & Design (CIT CCAD) situated in Cork City

CIT Cork School of Music (CIT CSM) situated in Cork City

National Maritime College of Ireland (NMCI) situated in Ringaskiddy, Co Cork

Bishopstown Campus

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

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

CIT Crawford College of Art & Design (CIT CCAD)

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

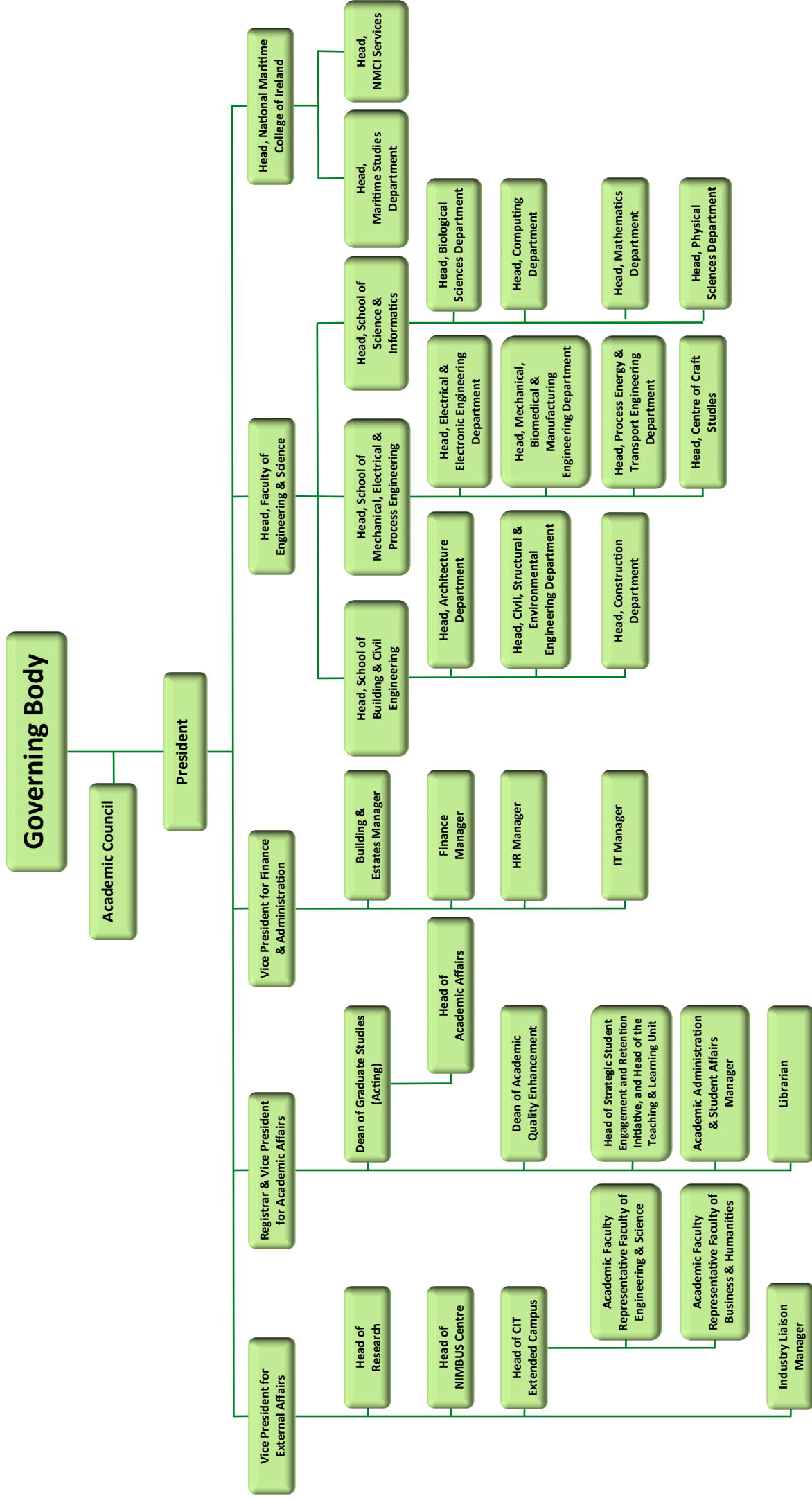
CIT Cork School of Music (CIT CSM)

The CIT CSM traces its history back to 1878 and it is now located in a state of the art facility since September 2007. It includes the departments of Keyboard Studies, String Studies, Wind, Percussion, Voice & Drama Studies, and Musicianship & Academic Studies.

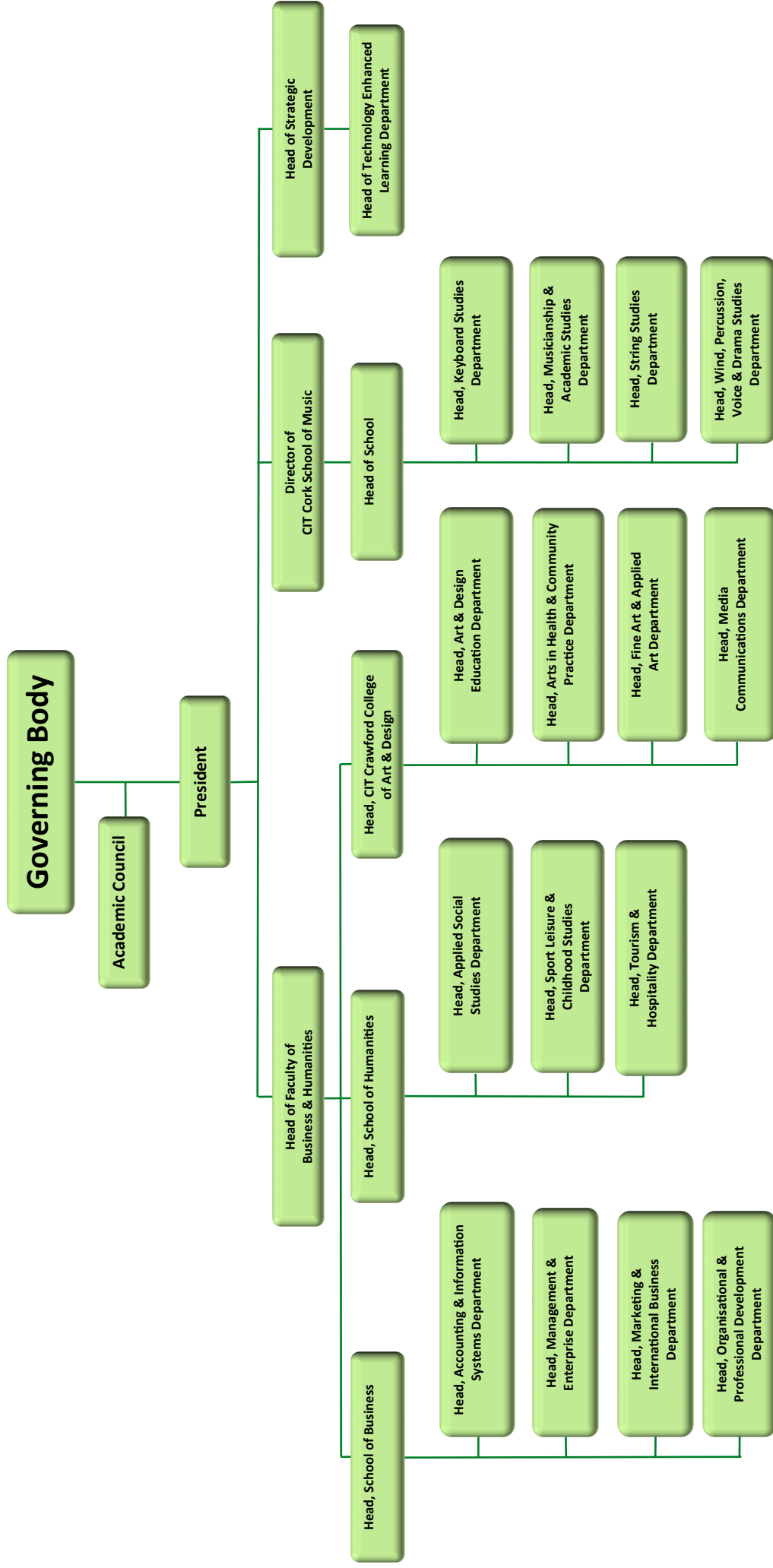
National Maritime College of Ireland (NMCI)

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

1.5 Institute's Organisation Academic Chart (1 of 2)



1.5 Institute's Organisation Academic Chart (2 of 2)



1.6 Special Units and Centres operating within the Institute

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

1. Blackrock Castle Observatory (BCO)

Through BCO, CIT is changing attitudes positively towards science, engineering and technology in Ireland and aims to be recognised and respected as a centre of excellence in scientific research, education and outreach. BCO provides the people of Cork and the wider region with a centre of excellence in science that fosters interest in science, engineering and technology through the medium of astronomy. BCO has an annual throughput of 25,000 visitors.

2. Clean Technology Centre (CTC)

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

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

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

3. CREATE Centre

The Official Opening of the CREATE Centre took place on 6 June 2014. This new research building, known as CREATE (the Centre for Research in Advanced Therapeutic Engineering) is funded through the HEA under the Programme for Research in Third-Level Institutions, Cycle 5. The CREATE Centre occupies some 1,600m² over two stories and provides space to more than 60 researchers and their academic and business partners, at a cost of over €4m. Key partners in the project include UCC, Tyndall National Institute, Teagasc (Moorepark) and Cork University Hospital.

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

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

4. NIMBUS Centre for Research in Embedded Networked Systems

The NIMBUS Research Centre is a purpose built state of the art 1,800m² research building which forms the backbone of the Institute’s Strategic Research Cluster in Embedded Networked Systems. It is also Ireland’s only research centre devoted to

this field. NIMBUS incorporates the Adaptive Wireless Systems Group, the Smart Systems Integration Group, and the Technologies for Embedded Computing Centre (TEC). The TEC Centre acts as the primary industry interface with the NIMBUS Research Centre and provides a “one-stop-shop” for innovation in embedded systems for industry in the region. The NIMBUS Research Centre provides industry with the opportunity to utilise the industry laboratories and access support programmes, and is home to over 80 staff, researchers and postgraduate students.

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

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

5. Rubicon Centre

The Rubicon Centre is CIT’s on-campus Incubation Centre. It is home to 50 knowledge based start-up companies at different stages of development. Some clients are at concept stage, others are completing their first customer orders, and many are already trading internationally. Since opening its doors in January 2006, the Rubicon Centre has quickly positioned itself as a catalyst for innovation and entrepreneurship in Cork. An extension to the building became operational in June 2010, increasing total incubation space to 2,100m². The Rubicon Centre’s role as an incubator is to assist the formation and growth of early stage, knowledge intensive businesses, by providing physical space, in-house management support, and access to advice and support from Institute resources. The Centre aims to stimulate an environment of creativity and innovation with a continual focus of nurturing the growth of knowledge-based business and commercial research in the South West Region.

6. Strategic Innovation Projects Unit

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

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

1. BIO-EXPLORE Research Centre

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

BIO-EXPLORE incorporates:

- MEDIC – the Medical Engineering Design and Innovation Centre. MEDIC is developing new instruments and approaches that will bring a number of medical product concepts to pre-commercialisation stage each year.

MEDIC has two top-level objectives: to enhance the Biomedical Engineering & Science Applied Research capability of CIT, and develop medical technologies and products that have commercial potential. MEDIC will develop these devices and technologies to a point where they are transferable to a commercialisation entity (e.g. an existing company via licensing agreement OR a spin off campus company).

MEDIC will focus on three research strands: SMART surgical devices (integration of microelectronics into medical devices such as orthopaedic implants); Assistive Rehabilitation (use of gait analysis to develop products and technologies to support the rehabilitation of stroke victims and/or improve the physical development for cerebral palsy children); and Therapeutic and Regenerative Medicine – focusing on orthopaedic bone grafts, neuro regenerative and antibacterial composites;

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

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

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

3. Cork Centre for Architectural Education (CCAIE)

Established in 2006, CCAIE is a joint venture between CIT and UCC. Supported by Cork City Council and the architectural profession within the region, CCAIE represents a unique undertaking and a natural development of cross-institutional collaboration and partnership. It offers jointly awarded undergraduate and postgraduate degrees (taught and research) in Architecture.

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

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

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

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

1. Hincks Centre for Entrepreneurship Excellence

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

also address some key gaps in current research on entrepreneurship in the Irish context and will utilise these outputs to inform national policy and strategy.

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

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

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

1. NMCI Commercial Services (NMCIS)

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

GAC Training & Service Solutions Limited (GTSS)

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

SEFtec NMCI Offshore Limited (SNO)

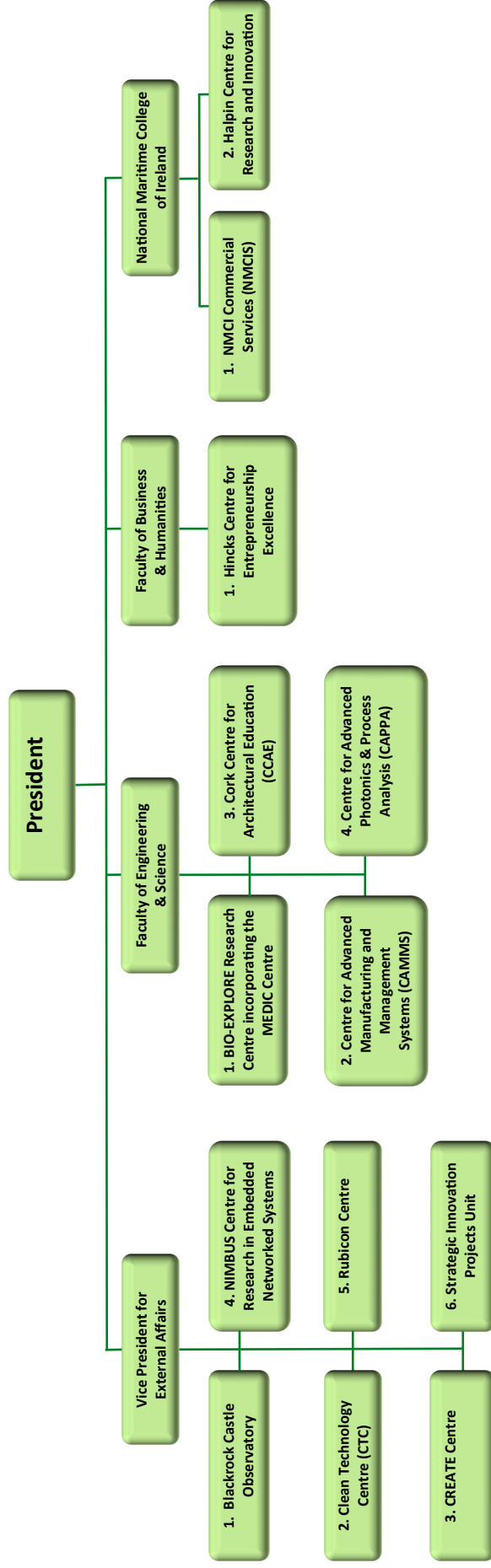
- SNO is a joint venture company between the NMCI and SEFtec Global Training Ireland Limited (SGT). Its primary role is as a vehicle to combine the offshore training expertise of SGT with the world class maritime training facilities at the NMCI in pursuit of OPITO (Offshore Petroleum Industry Training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

2. Halpin Centre for Research and Innovation

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

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

1.6 Special Units and Centres operating within the Institute and their relationship to the Institute’s Organisation Chart



1.7 Sports Facilities Development

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

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

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

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

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

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

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





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

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

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

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

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

Throughout the 2015/16 academic year, CIT's excellently prepared sports grounds and facilities played host to numerous competitions including schools' matches, Fitzgibbon Cup, International Cork City Sports (Athletics), GOAL Mile, Munster and All-Ireland Schools & Universities Cross Country Championships. CIT provided training facilities for a number of teams including the Cork Senior Hurlers and Footballers, Cork Ladies Footballers, Cork Development Squads, Cork City Soccer, and Munster Rugby.

To underline its commitment to Sport, CIT annually awards Sports Scholarships to a wide range of sports for Seniors and Freshers. The Sports Scholarships range in value from €500 to €1,000. For the academic year 2015/16, the following scholarships were awarded:

- 78 CIT Sports Scholarships (40 Freshers/Development and 38 Senior) for Athletics, Basketball, Boxing, Camogie, Football, Golf, Hockey, Horseracing, Hurling, Karate, Powerlifting, Racquetball, Rowing, Sailing, and Soccer
- 13 Munster Council GAA Scholarships
- 1 Munster Rugby Scholarship
- 2 Cobh Ramblers FC
- 1 Cork Women's FC
- 1 Cork City FC
- 1 Jonathan Herlihy

Both male and female athletes from 18 different sports were recipients. These scholarships are awarded to students who display high achievement levels, commitment and dedication to their chosen sport and very importantly, loyalty to that sport within the Institute.

For the second year the Institute hosted the Cork Primary Schools Sports on 1 June 2016. The event took place on the Athletics Track and in the Sports Stadium and was a tremendous success for everyone in what is the largest voluntary sports event in Europe. This was the 92nd year in what is a truly unique event. In 1924 the inaugural sports event was held in the Mardyke with some 350 children participating. It is a landmark day in the calendar of every primary school in Cork City and County. Approximately 5,000 primary school children competed and it is estimated a crowd in excess of 20,000 comprising parents, grandparents, siblings, neighbours, and teachers were there to support them over the entire day. CIT agreed to host this large-scale event on behalf of Lúthchleasa Bhunscoileana Chorcaí while Páirc Uí Chaoimh, the usual venue, is being redeveloped.



CIT BISHOPSTOWN CAMPUS

2. Governance

Cork Institute of Technology

- 2.1 Annual Governance Statement 2015/2016
- 2.2 Membership of Governing Body
- 2.3 Governing Body Meetings
- 2.4 Governing Body Expenses
- 2.5 Institute Executive Board (IEB)
- 2.6 Institute Senior Staff

2.1 Annual Governance Statement – Academic Year 2015/2016

We are pleased to present the annual Governance Statement for Cork Institute of Technology in accordance with the Code of Governance of Irish Institutes of Technology.

Corporate Governance

Cork Institute of Technology is committed to implementing and maintaining the highest standards of corporate governance. The Code of Governance of Irish Institutes of Technology – as amended to reflect the 2009 Code of Governance of State Bodies (January 2012) was formally approved by the Institute's Governing Body on 2 February 2012. A letter was sent from the President to the HEA on 3 February 2012 confirming that the Institute's Governing Body had adopted the new Code. In accordance with the Code of Governance of Irish Institutes of Technology, the Institute has a number of structures in place to provide oversight on the activities of the Institute. These include:

Governing Body Membership

In accordance with section 6.2 of the Regional Technical Colleges Act 1992, the Governing Body comprises 19 members (including the Chairperson and President). The current Governing Body's term of office commenced on 1 April 2015. A new Chairperson was appointed by the Minister for Education & Science with effect from 29 July 2011.

Strategic Plan

Cork Institute of Technology can confirm that its Strategic Plan for 2012-2016 was approved by its Governing Body on 2 February 2012 and copies were sent to the Office of the Minister for Education (acknowledged 6 November 2012) and the HEA (acknowledged 2 November 2012). Management provide regular updates to the Governing Body on achievement of the key goals set out in the plan through the Strategic Development Committee. Engagement with staff and other key stakeholders is commencing with a view to developing the next Strategic Plan which will be aligned with the HEA Strategic Dialogue Mission-based Compact.

Risk Management

Cork Institute of Technology can confirm that it is presently addressing the additional responsibilities which have been placed on it in relation to Risk Management. An internal audit review of Risk Management Activities has commenced and a report is due by October 2016. The Audit Committee will review the recommendations and monitor progress on actions during the 2016-2017 academic year.

A Risk Management Policy was approved by Governing Body on 5 February 2015.

The Strategic Management Framework which includes the Risk Register was discussed at the following Institute Executive Board meetings in 2015/16 Academic Year:

- 22 September 2015
- 3 November 2015
- 24 November 2015
- 15 December 2015
- 8 April 2016

Regular Governing Body Meetings

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

Audit Committees

The Institute's Audit Committee has an Audit Committee Charter that was approved by the Governing Body. The Audit Committee Charter (Terms of Reference) was reviewed and updated during 2015-2016 and was approved by the Governing Body on 30 June 2016. The Committee received Audit Committee Induction Training at their meeting of 22 October 2015. The Audit Committee meet at least 4 times per year as per the Audit Committee Charter to fulfil its responsibilities as set out in the Charter. The Audit Committee reports to the Governing Body on its work and any issues of concern after each meeting and also submits an Annual Report. The Audit Committee meets with the Head of Internal Audit at least once a year and also with staff from the Comptroller & Auditor General's office.

Internal Audit

The Institute has an established Internal Audit Function in place which complies with the professional standards of the Institute of Internal Auditors UK & Ireland. The Governing Body approved its Internal Audit Charter. An annual Internal Audit programme is developed and approved by the Governing Body Audit Committee and the Internal Audit function reports back to the Audit Committee on its findings.

We set out the Annual Governance Statement in accordance with section 2.10 of the Code of Governance of Irish Institutes of Technology.

Codes of Conduct (Ref: 2.11.4 (i))

Governing Body members adopted a Code of Business Conduct at its meeting of 7 July 2011. A Code of Conduct for Employees was approved by Governing Body on 4 December 2014.

Significant Financial Developments (Ref 2.11.4 (ii))

The Institute completed the acquisition of 46 Grand Parade, Cork during the year and the Institute has complied with the statutory provisions of the Institute of Technology Acts 1992 to 2006. A new subsidiary CIT Infinite DAC was formed during the period.

Government Policy on Pay (Ref 2.11.4 (iii))

The Government policy on pay is being complied with by the Institute, including procedures and systems in relation to Travel and Subsistence. There are a number of staff engaged in Research and Development that are not currently aligned with nationally agreed scales, however all appointments are approved by Governing Body and the Institute has a Remuneration and Entitlement Review Group in place.

Procedures carried out for: Financial Reporting, Internal Audit, Procurement and Asset Disposal (Ref 2.11.4 (iv))Financial Reporting

Annual financial close and reporting processes are in place and are subject to audit by the Comptroller & Auditor General.

Internal Audit

Cork Institute of Technology has outsourced its Internal Audit function. The function operates in accordance with the Code of Governance of Institutes of Technology and reports directly to the Audit Committee. The annual internal audit plan is informed by issues and concerns raised by management in addition to an analysis of the risk to which the Institute is exposed and annual internal audit plans are based on this analysis. The annual internal audit plan is approved by the Audit Committee. The Internal Auditors provide the Audit Committee with a report on each internal audit activity. The report reflects the Internal Auditors' opinion on the adequacy and effectiveness of the system of internal control within the scope of the areas that have been audited.

Procurement

The Institute's procurement procedures are in line with the Public Procurement Guidelines - Competitive Process, issued in 2004 by the Department of Finance (Public Procurement Policy Unit) in relation to competitive tendering and the relevant EU Directives in relation to procurement, and Guidelines on Achieving Value for Money in Public Expenditure, as set out by the Minister for Finance on 20 October 2005.

A Corporate Procurement Plan was approved by Governing Body on 4 February 2016. All purchasing staff within the Institute are fully conversant with the public procurement guidelines. The Governing Body is satisfied that the Institute is compliant with all relevant guidelines regarding procurement.

Asset Disposal

The Institute has put in place policies and procedures for the disposal of assets and access to assets by third parties. A revised Fixed Asset Policy was approved by Governing Body on 5 November 2015. Decisions on asset disposal and the granting of access to assets by third parties are considered by the Institute's Executive Board and approved by its Governing Body. There were no significant asset disposals or granting of access to assets by third parties during the year. The Institute confirms that it has complied with disposal procedures as outlined in Section 3.5 Guidelines for Best Practice in Asset Disposal and Access to Assets by Third Parties.

Guidelines for the Appraisal and Management of Capital Proposals (Ref 2.11.4 (v))

The Guidelines for the Appraisal and Management of Capital Proposals are being adhered to by the Institute.

Value for Money (Ref 2.11.4 (vi))

The Institute is very cognisant of the need to continue to promote the achievement of efficiencies as per the Guidelines on Achieving Value for Money in Public Expenditure (as set out in the address by the Minister for Finance of 20 October 2005),

while also improving the quality of service it delivers. Requirements are identified and prioritised and resources allocated to meet these requirements in a cost effective and efficient manner. The Institute is complying with Department of Public Expenditure & Reform circular (06/12) which has made the use of National Procurement Frameworks mandatory for the Higher education sector in the following areas with effect from 1st September 2012:

- Stationary and Office Supplies
- Paper
- Janitorial Supplies
- ICT Consumables
- Managed Print Services
- Advertising (Print Media)
- Motor Vehicles
- Energy (Electricity & Gas)

Compliance with Tax Laws (Ref 2.11.4 (vii))

The Institute employed Deloitte to carry out a Tax Compliance review and can confirm that, to the best of its knowledge, it has complied with its obligations under tax law.

Child Protection Policy

The Institute confirms that it has a Child Protection Policy in place which was approved by Governing Body on 4 December 2014.

Confidential Disclosure Faith Reporting – Protected Disclosures Act 2014

The Institute confirms that it has a Disclosures Policy in place. This policy was approved by Governing Body on 26 March 2015. The Institute also has a Fraud Policy in place approved by Governing Body on 26 March 2015.

Governing Body Meetings

The Governing Body met 7 times during the 2015-2016 year and below are the schedules of attendance.

| No. | Governing Body Member | Attendance at Governing Body meetings | | | | | | |
|-----|--|---------------------------------------|------------|---------------------------|------------|------------|------------|-------------|
| | | 5 Nov 2015 | 3 Dec 2015 | 26 Jan 2016 (Special Mtg) | 4 Feb 2016 | 7 Apr 2016 | 2 Jun 2016 | 30 Jun 2016 |
| 1 | Mr Bob Savage | X | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ |
| 2 | Dr Brendan J. Murphy | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ |
| 3 | Mr Bernard Allen | X | ✓ | X | X | X | ✓ | ✓ |
| 4 | Ms Mary Cooney | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ |
| 5 | Mr Eoin Deane | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ |
| 6 | Ms Emelie Fitzgibbon | ✓ | ✓ | X | ✓ | ✓ | ✓ | X |
| 7 | Ms Maura Fitzgibbon | ✓ | ✓ | ✓ | ✓ | ✓ | X | ✓ |
| 8 | Clr Mary Hegarty | ✓ | ✓ | X | ✓ | ✓ | ✓ | ✓ |
| 9 | Clr Michael Hegarty | X | X | X | ✓ | ✓ | ✓ | ✓ |
| 10 | Capt. Dave Hopkins | ✓ | ✓ | ✓ | ✓ | X | X | ✓ |
| 11 | Clr Patrick Gerard Murphy | ✓ | X | ✓ | ✓ | X | X | X |
| 12 | Mr Declan O'Leary | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ |
| 13 | Mr Cilian Ó Súilleabháin | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ |
| 14 | Mr Ted Owens | ✓ | ✓ | ✓ | ✓ | X | ✓ | ✓ |
| 15 | Ms Ann Piggott | ✓ | X | ✓ | ✓ | X | ✓ | ✓ |
| 16 | Ms Katherine Walshe | X | ✓ | X | ✓ | X | ✓ | ✓ |
| 17 | Mr Jim Woulfe | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ |
| 18 | Ms Ruth O'Leary, Student Nominee - from 1/10/2015 to 30/09/2016 and Reappointed from 01/10/2016 to 30/09/2017 | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ |
| 19 | Mr Shane Falvey, Student Nominee - from 1/10/2015 to 30/09/2016 and Reappointed from 1/10/2016 to 30/09/2017 | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ |

Student members have a one year term of office from 1 October to 30 September.

Audit Committee meetings

The Audit Committee met 5 times during the 2015-2016 year and below is the schedule of attendance.

| Date | Attendance ✓ | | | | |
|--------------------------|--------------|-------------|-------------|-------------|-------------|
| | 22 Oct 2015 | 11 Nov 2015 | 14 Jan 2016 | 10 Mar 2016 | 16 Jun 2016 |
| Mr Jim Woulfe | ✓ | ✓ | ✓ | ✓ | ✓ |
| Mr Declan O'Leary | ✓ | ✓ | ✓ | ✓ | |
| Ms Maura Fitzgibbon | ✓ | ✓ | ✓ | ✓ | |
| Mr Bernard Allen | ✓ | ✓ | ✓ | ✓ | ✓ |
| Mr Cilian Ó Suilleabháin | | ✓ | ✓ | ✓ | ✓ |

Review of Governing Body Performance

The Institute commissioned the Institute of Public Administration (IPA) to assist the Governing Body in undertaking a self-evaluation review during the 2014-2015 year.

Salary of President

The Institute confirms that a salary of €146,034 was paid to the President for the financial year 2015-2016.

Governing Body Expenses

The Institute confirms that fees and expenses paid to members of the governing body are in accordance with guidelines from the Department of Finance.

Schedule of fees

Interview €300 per day

Expenses per Department of Finance


| Payments to Governing Body Members | Expenses | Interview Panel | Total |
|------------------------------------|---------------|-----------------|----------------|
| Cllr Mary Hegarty | €1,052 | €9,600 | €10,652 |
| Mr Bernard Allen | €27 | €6,000 | €6,027 |
| Cllr Michael Hegarty | €398 | | €398 |
| Mr Ted Owens | €25 | | €25 |
| Grand Total | €1,502 | €15,600 | €17,102 |

Governing Body expenses are not currently presented as a separate item in the Annual Report.

Subsidiaries

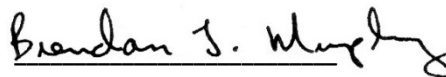
The Code of Governance for Subsidiaries was developed at a sectoral level. The Governing Body approved the Institutes of Technology Subsidiary Governance Code at its meeting of 30 June 2016 and subsidiaries will commence implementation of this code from 2016/17. All subsidiaries of the Institute provide a subsidiary level internal control statement on an annual basis.

On behalf of the Governing Body



Mr Bob Savage
Chairman of the Governing Body

Date: 2 February 2016



Dr Brendan J. Murphy
President

Date: 2 February 2016

2.2 Membership of Governing Body

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

The two student representatives are appointed for a period of one year up to 30 September.

The membership of the Governing Body from 1 September 2015 is as follows:

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

Dr Brendan J. Murphy, President, CIT
(Ex Officio)

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

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

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

Two appointed under Section 4(1)(c)

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

One appointed under Section 4(1)(d)

Mr Eoin Deane (Non-Academic Staff Nominee)

Two appointed under Section 4(1)(e)

Mr Michael Linehan (Nominee of Students' Union) up to 30 September 2015
Ms Ciara O'Connor (Nominee of Students' Union) up to 30 September 2015
Mr Shane Falvey (Nominee of Students' Union) up to 30 September 2016
Ms Ruth O'Leary (Nominee of Students' Union) up to 30 September 2016

One appointed under Section 4(1)(f)

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

Five appointed under Section 4(1)(g)

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

2.3 Governing Body Meetings

During the period from 1 September 2015 to 31 August 2016, the Governing Body met on seven separate occasions which included one special meeting. They met on the following dates:

Thursday 5 November 2015

Thursday 3 December 2015

Tuesday 26 January 2016 (Special meeting)

Thursday 4 February 2016

Thursday 7 April 2016

Thursday 2 June 2016

Thursday 30 June 2016

2.4 Governing Body Expenses

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

Schedule of Fees:

Interview €300 per day

Expenses per Department of Finance

Governing Body Expenses for the academic year 2015/16 (1/9/2015 to 31/08/2016)

| Payments to Governing Body Members | Expenses | Interview Panel | Total |
|------------------------------------|---------------|-----------------|----------------|
| Cllr Mary Hegarty | €1,052 | €9,600 | €10,652 |
| Mr Bernard Allen | €27 | €6,000 | €6,027 |
| Cllr Michael Hegarty | €398 | | €398 |
| Mr Ted Owens | €25 | | €25 |
| Grand Total | €1,502 | €15,600 | €17,102 |

2.5 Institute Executive Board (IEB)

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

The composition of the Institute Executive Board is as follows:

Dr Brendan J. Murphy, President
Ms Orla Flynn, Vice President for External Affairs
Mr Paul Gallagher, Vice President for Finance & Administration
Mr Tadhg Leane, Head of Strategic Development
Mr Michael Loftus, Head of Faculty of Engineering & Science
Dr Barry O'Connor, Registrar & Vice President for Academic Affairs
Mr Gerard O'Donovan, Head of Faculty of Business & Humanities
Dr Geoffrey Spratt, Director, CIT Cork School of Music

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

2.6 Institute Senior Staff

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

| | |
|---|--|
| President | Brendan J. Murphy, BA, MA, PhD, FSS, FICS, CEng, FIEI |
| Institute Executive Board | |
| Vice President for External Affairs | Ms Orla Flynn, MSc, MA, MICS, MIDI |
| Vice President for Finance & Administration | Mr Paul Gallagher, MSc, FCMA |
| Head of Strategic Development | Mr Tadhg Leane, BA, MSc |
| Head of Faculty of Engineering & Science | Mr Michael Loftus, BE, MEngSc, MICS |
| Registrar & Vice President for Academic Affairs | Dr Barry O'Connor, BE, MEngSc, PhD, BCL, CEng, MIEI |
| Head of Faculty of Business & Humanities | Mr Gerard O'Donovan, BComm, MBA, MMII, MICS |
| Director, CIT Cork School of Music | Dr Geoffrey Spratt, BA, PhD |
| Other Senior Positions | |
| Head of Strategic Student Engagement and Retention Initiative, and Head of the Teaching and Learning Unit | Ms Marèse Bermingham, BComm, HDipEd, HDipGC, MIGC |
| Dean of Academic Quality Enhancement, and Acting Dean of Graduate Studies | Dr Stephen Cassidy, BE, MEngSc, PhD, CEng, Eur Ing, MIEI |
| Head of Department of Technology Enhanced Learning | Dr Gearóid Ó Súilleabháin, BA, MSc(Econ), MA, PhD |
| Head of NIMBUS Centre | Dr Dirk Pesch, Dipl.Ing, PhD, IEEE, IEI, ACM |
| Head of Research | Dr Niall Smith, BSc, PhD |
| Central Services Managers | |
| Finance Manager | Ms Ellen Crowley, BSc, ACA, MA |
| Human Resources Manager | Mr Anthony Collins, BA |
| Academic Administration & Student Affairs Manager | Dr Dan Collins, MEd, BA, BD, PhD |
| Buildings & Estates Manager | Mr Kevin McCarthy, MSc, CEng, MIEI |
| IT Manager | Mr Jonathan McCarthy, BSc, MA, PostgradDip |
| Industry Liaison Manager | Ms Josette O'Mullane, BComm, ACMA |
| Librarian (Acting) | Ms Jean Ricken, BA, MLSI |

BISHOPSTOWN CAMPUS:***FACULTY OF ENGINEERING & SCIENCE***

Head of Faculty

Mr Michael Loftus, BE, MEngSc, MICS

School of Building & Civil Engineering:

Head of School

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

Head of Department of Architecture

Ms Katherine Keane, BSc in Arch, MArch, ARIAI

Head of Department of Civil, Structural & Environmental Engineering

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

Head of Department of Construction

Dr Daniel Cahill, MSc, PhD, MRICS

School of Mechanical, Electrical & Process Engineering:

Head of School

Mr Matt Cotterell, BE, MED, CMfgE, MIEI, AMIMEchE

Head of Department of Electrical & Electronic Engineering

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

Head of Department of Mechanical, Biomedical & Manufacturing Engineering (Acting)

Dr Gerard Kelly, BE, MEngSc, PhD

Head of Department of Process, Energy & Transport Engineering

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

Centre of Craft Studies

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

School of Science & Informatics:

Head of School

Dr Hugh McGlynn, BSc, PhD, FHEA

Head of Department of Biological Sciences

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

Head of Department of Computing

Mr Tim Horgan, BTech, MSc

Head of Department of Mathematics

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

Head of Department of Physical Sciences

Dr Guillaume Huyet, MSc, PhD

NMCI:

Head

Mr Conor Mowlds, BSc, GDip, CMILT

Head of Department of Maritime Studies

Mr Vivion Gough, Class 1 Mariner (Unlimited)

Head of NMCI Services

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

FACULTY OF BUSINESS & HUMANITIES

Head of Faculty Mr Gerard O'Donovan, BComm, MBA, MMII, MICS

School of Business:

Head of School Mr Brian McGrath, BComm, FCA, MMII

Head of Department of Accounting & Information Systems Ms Catherine Murphy, BComm, MComm

Head of Department of Management & Enterprise Ms Caroline O'Reilly, BComm, MBus

Head of Department of Marketing & International Business Dr Pio Fenton, BSc, PhD

Head of Department of Organisation & Professional Development Mr Don Crowley, BBus, GDE(B), Grad. Dip IT

School of Humanities:

Head of School Dr Margaret Linehan, BBus, MBus, PhD

Head of Department of Applied Social Studies Mr Jim Walsh, BA, HDipEd, BCL, LLB, MEMI

Head of Department of Sport, Leisure & Childhood Studies Dr Cian O'Neill, BSc, PhD

Head of Department of Tourism & Hospitality Mr Adrian Gregan, BA, MBus, Dip H&C Mgmt, FIHI, Post Grad Dip Hosp Ed

CIT CCAD:

Head Ms Catherine Fehily, BA, MA

Head of Department of Art & Design Education Mr Albert Walsh, MEd, Dip ADT, ND Design

Head of Department of the Arts in Health & Community Practice Mr Edward Kuczaj, MA, Dip Art Th, RNMS

Head of Department of Fine Art & Applied Art Ms Trish Brennan, BA, MA,

Head of Department of Media Communications Ms Rose McGrath, BDes, MA, Dip Ed,

School of Graduate Studies

Dean of Graduate Studies (Acting) Dr Stephen Cassidy, BE, MEngSc, PhD, CEng, Eur Ing, MIEI

Head of Academic Affairs Dr Noel Barry, BE, ME, PhD, CEng, MIEI, MPES, MIAS

CIT Extended Campus

Head Dr Irene Sheridan, BE, MEngSc, PhD

Academic Faculty Representative, Faculty of Engineering & Science Mr Daithí Fallon, BE, MEngSc, CEng, MIEI, CQE

CIT CSM:

| | |
|--|--|
| Director | Dr Geoffrey Spratt, BA, PhD |
| Head of School | Ms Aiveen Kearney BMus, MA, HDE, ATCL |
| Head of Department of Keyboard Studies | Dr Gabriela Mayer, DMA, MMus, BMus, Dip Berlin Hochschule |
| Head of Department of Musicianship & Academic Studies | Ms Maria Judge, BMus, Dip Kodály Intézet Hungary |
| Head of Department of String Studies | Ms Joan Scannell, BMus, MA, DipCSM, LTCL |
| Head of Department of Wind, Percussion, Voice & Drama Studies | Mr John O'Connor, BMus, MA, HDE, FTCL, LRSM |



CIT CRAWFORD COLLEGE OF ART AND DESIGN

3. Academic & Student Affairs

Cork Institute of Technology

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

3.1 Academic Council Membership

The current members of the Academic Council were appointed in May 2013 and will continue in office for a period of three years.

The Academic Council met on eight occasions during the period 1 September 2015 to 31 August 2016 as follows:

Friday, 9 October 2015

Wednesday, 11 November 2015

Wednesday, 16 December 2015

Friday, 12 February 2016

Wednesday, 16 March 2016

Wednesday, 20 April 2016

Friday, 20 May 2016

Wednesday, 15 June 2016*

*First meeting of the New Academic Council

PRESIDENT

Brendan J. Murphy

SENIOR ACADEMIC STAFF

| | |
|------------------------|--|
| Adrian Gregan | Head of Department of Tourism & Hospitality |
| Áine Ní Shé | Head of Department of Mathematics |
| Aiveen Kearney | Head of School, CIT CSM |
| Albert Walsh | Head of Department of Art & Design Education, CIT CCAD |
| Brendan O'Connell | Head of Department of Biological Sciences |
| Brian McGrath | Head of School of Business |
| Caroline O'Reilly | Head of Department of Management & Enterprise (Acting) |
| Catherine Fehily | Head of CIT CCAD |
| Catherine Murphy | Head of Department of Accounting & Information Systems |
| Cian O'Neill | Head of Department of Sport, Leisure & Childhood Studies |
| Conor Mowlds | Head of College, NMCI |
| Daithí Fallon | Academic Faculty Representative, Faculty of Engineering and Science, CIT Extended Campus |
| Daniel Cahill | Head of Department of Construction |
| Desmond Walsh | Head of Department of Civil, Structural & Environmental Engineering |
| Dirk Pesch | Head of NIMBUS Centre |
| Don Crowley | Head of Department of Organisation & Professional Development |
| Edward Kuczaj | Head of Department of Art Therapy & Continuing Visual Education, CIT CCAD |
| Gabriela Mayer | Head of Department of Keyboard Studies, CIT CSM |
| Gearóid Ó Súilleabháin | Head of Department of Technology Enhanced Learning |
| Geoffrey Spratt | Director, CIT Cork School of Music |
| Gerard Kelly | Head of Department of Mechanical, Biomedical & Manufacturing Engineering (Acting) |
| Gerard O'Donovan | Head of Faculty of Business & Humanities |
| Guillaume Huyet | Head of Department of Physical Sciences |
| Hugh McGlynn | Head of School of Science & Informatics |
| Irene Sheridan | Head of Extended Campus |
| Jim Walsh | Head of Department of Applied Social Studies |
| Joan Scannell | Head of Department of String Studies, CIT CSM |
| Joe Connell | Head of Department of Electrical & Electronic Engineering |
| Joe Harrington | Head of School of Building & Civil Engineering |

| | |
|---------------------|--|
| John O'Connor | Head of Department of Wind, Percussion, Voice & Drama Studies, CIT CSM |
| Katherine Keane | Head of Department of Architecture |
| Marèse Bermingham | Head of Strategic Student Engagement & Retention Initiative & Head of the Teaching and Learning Unit |
| Margaret Linehan | Head of School of Humanities |
| Maria Judge | Head of Department of Musicianship & Academic Studies, CIT CSM |
| Matt Cotterell | Head of School of Mechanical, Electrical & Process Engineering |
| Michael Hourihan | Head of Centre of Craft Studies |
| Michael J. O'Mahony | Head of Department of Process, Energy & Transport Engineering |
| Michael Loftus | Head of Faculty of Engineering & Science |
| Niall Smith | Head of Research |
| Noel Barry | Head of Academic Affairs, School of Graduate Studies |
| Pio Fenton | Head of Department of Marketing & International Business |
| Rose McGrath | Head of Department of Media Communications |
| Stephen Cassidy | Dean of Graduate Studies (Acting)/Dean of Academic Quality Enhancement |
| Tim Horgan | Head of Department of Computing |
| Trish Brennan | Head of Department of Fine Art & Applied Art, CIT CCAD |
| Vivion Gough | Head of Department of Maritime Studies, NMCI |

SENIOR EXECUTIVE

| | |
|----------------|---|
| Barry O'Connor | Registrar & Vice President for Academic Affairs |
| Orla Flynn | Vice President for External Affairs |
| Paul Gallagher | Vice President for Finance & Administration |

EX-OFFICIO STAFF

| | |
|-------------------------|--|
| Catherine Frehill | Module Moderator |
| Dan Collins | Academic Administration and Student Affairs Manager |
| Commander Stephen Walsh | Associate Head of NMCI |
| Jean Ricken | Librarian |
| Eva Juhl | Institutional Review Facilitator |
| Stephen Cassidy | Dean of Graduate Studies (Acting)/Dean of Academic Quality Enhancement |
| Tadhg Leane | Head of Strategic Development |

STUDENT REPRESENTATIVES

| | |
|-----------------|---|
| David Brady | Class Representative |
| Yvonne Mackey | Postgraduate Representative |
| Shane Falvey | President of CIT Students Union |
| Denise Coughlan | Education Vice-President of CIT Students' Union |

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

| | |
|---------------------|---|
| Ambrose Furey | Physical Sciences |
| Anna-Maria Keaveney | Biological Sciences |
| Anthony Grant | Physical Sciences |
| David Cadogan | Civil, Structural & Environmental Engineering |
| Deborah Ní Riain | Architecture |
| Eamonn Butler | Physical Sciences |
| Garrett O'Sullivan | Architecture |
| Gerard MacSweeney | Computing |
| Ian O'Sullivan | Process, Energy & Transport Engineering |
| John Barrett | Electrical & Electronic Engineering |
| John Creagh | Computing |
| Joseph Croke | Biological Sciences |
| Maretta Brennan | Mathematics |
| Michael O'Donovan | Electrical & Electronic Engineering |
| Michael Murray | Electrical & Electronic Engineering |
| Niamh Power | Civil, Structural & Environmental Engineering |
| Oliver Gough | Electrical & Electronic Engineering |
| Ray Looney | Centre of Craft Studies |

| | |
|-----------------|-------------------|
| Sean Lacey | Mathematics |
| Vincent Ryan | Computing |
| William Doherty | Physical Sciences |

Faculty of Business & Humanities

| | |
|---------------------|---|
| Áine de Róiste | Applied Social Studies |
| Carmel Buttimer | Accounting & Information Systems |
| Christopher Mamo | Applied Social Studies |
| Con Burns | Applied Social Studies |
| Conor Kelleher | Management & Marketing |
| Donagh Davern | Tourism & Hospitality |
| Gail Cotter Buckley | Tourism & Hospitality |
| Maurice Murphy | Management & Marketing |
| Muireann O'Neill | Organisation & Professional Development |
| Tom O'Connor | Applied Social Studies |
| Roisín Lane | Applied Social Studies |
| Ruth Vance | Accounting & Information Systems |

CIT CCAD

| | |
|---------------|------------------------|
| Ann Wilson | Media Communications |
| Janet Doolan | Fine Art & Applied Art |
| Padraig Trehy | Fine Art & Applied Art |

CIT CSM

| | |
|---------------------|------------------|
| Michael Joyce | Keyboard Studies |
| Nicholas O'Halloran | Keyboard Studies |

NMCI

| | |
|-----------------|------|
| Dermot O'Reilly | NMCI |
| Ian Black | NMCI |

The new Academic Council were appointed in June 2016 and will continue in office for a period of three years.

PRESIDENT

Brendan J. Murphy

SENIOR ACADEMIC STAFF

| | |
|------------------------|--|
| Adrian Gregan | Head of Department of Tourism & Hospitality |
| Áine Ní Shé | Head of Department of Mathematics |
| Aiveen Kearney | Head of School, CIT CSM |
| Albert Walsh | Head of Department of Art & Design Education, CIT CCAD |
| Brendan O'Connell | Head of Department of Biological Sciences |
| Brian McGrath | Head of School of Business |
| Caroline O'Reilly | Head of Department of Management & Enterprise (Acting) |
| Catherine Fehily | Head of CIT CCAD |
| Catherine Murphy | Head of Department of Accounting & Information Systems |
| Cian O'Neill | Head of Department of Sport, Leisure & Childhood Studies |
| Conor Mowlds | Head of College, NMCI |
| Daithí Fallon | Academic Faculty Representative, Faculty of Engineering and Science, CIT Extended Campus |
| Daniel Cahill | Head of Department of Construction |
| Desmond Walsh | Head of Department of Civil, Structural & Environmental Engineering |
| Dirk Pesch | Head of NIMBUS Centre |
| Don Crowley | Head of Department of Organisation & Professional Development |
| Edward Kuczaj | Head of Department of Art Therapy & Continuing Visual Education, CIT CCAD |
| Gabriela Mayer | Head of Department of Keyboard Studies, CIT CSM |
| Gearóid Ó Súilleabháin | Head of Department of Technology Enhanced Learning |
| Geoffrey Spratt | Director, CIT Cork School of Music |

| | |
|---------------------|--|
| Gerard Kelly | Head of Department of Mechanical, Biomedical & Manufacturing Engineering (Acting) |
| Gerard O'Donovan | Head of Faculty of Business & Humanities |
| Guillaume Huyet | Head of Department of Physical Sciences |
| Hugh McGlynn | Head of School of Science & Informatics |
| Irene Sheridan | Head of Extended Campus |
| Jim Walsh | Head of Department of Applied Social Studies |
| Joan Scannell | Head of Department of String Studies, CIT CSM |
| Joe Connell | Head of Department of Electrical & Electronic Engineering |
| Joe Harrington | Head of School of Building & Civil Engineering |
| John O'Connor | Head of Department of Wind, Percussion, Voice & Drama Studies, CIT CSM |
| Katherine Keane | Head of Department of Architecture |
| Marèse Bermingham | Head of Strategic Student Engagement & Retention Initiative & Head of the Teaching and Learning Unit |
| Margaret Linehan | Head of School of Humanities |
| Maria Judge | Head of Department of Musicianship & Academic Studies, CIT CSM |
| Matt Cotterell | Head of School of Mechanical, Electrical & Process Engineering |
| Michael Hourihan | Head of Centre of Craft Studies |
| Michael J. O'Mahony | Head of Department of Process, Energy & Transport Engineering |
| Michael Loftus | Head of Faculty of Engineering & Science |
| Niall Smith | Head of Research |
| Noel Barry | Head of Academic Affairs, School of Graduate Studies |
| Pio Fenton | Head of Department of Marketing & International Business |
| Rose McGrath | Head of Department of Media Communications |
| Stephen Cassidy | Dean of Graduate Studies (Acting)/Dean of Academic Quality Enhancement |
| Tim Horgan | Head of Department of Computing |
| Trish Brennan | Head of Department of Fine Art & Applied Art, CIT CCAD |
| Vivion Gough | Head of Department of Maritime Studies, NMCI |

SENIOR EXECUTIVE

| | |
|----------------|---|
| Barry O'Connor | Registrar & Vice President for Academic Affairs |
| Orla Flynn | Vice President for External Affairs |
| Paul Gallagher | Vice President for Finance & Administration |

EX-OFFICIO STAFF

| | |
|-------------------------|--|
| Catherine Frehill | Module Moderator |
| Dan Collins | Academic Administration and Student Affairs Manager |
| Commander Stephen Walsh | Associate Head of NMCI |
| Jean Ricken | Librarian (Acting) |
| Eva Juhl | Institutional Review Facilitator |
| Stephen Cassidy | Dean of Graduate Studies (Acting)/Dean of Academic Quality Enhancement |
| Tadhg Leane | Head of Strategic Development |

STUDENT REPRESENTATIVES

| | |
|-----------------|---|
| David Brady | Class Representative |
| Yvonne Mackey | Postgraduate Representative |
| Shane Falvey | President of CIT Students Union |
| Denise Coughlan | Education Vice-President of CIT Students' Union |

ELECTED ACADEMIC STAFF

Faculty of Engineering & Science

| | |
|---------------------|--|
| Ambrose Furey | Physical Sciences |
| Ann Toebes | Process, Energy & Transport Engineering |
| Anna-Maria Keaveney | Biological Sciences |
| Anne Rogers | Architecture |
| David Cadogan | Civil, Structural & Environmental Engineering |
| Donna O'Shea | Computing |
| Garrett O'Sullivan | Architecture |
| Helen O'Shea | Biological Sciences |
| Hugh O'Donnell | Mechanical, Biomedical & Manufacturing Engineering |

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|-------------------|--|
| Jeremiah McCarthy | Mathematics |
| John Barrett | Nimbus Centre |
| John Creagh | Computing |
| Joseph Croke | Biological Sciences |
| Lorraine Howard | Mechanical, Biomedical & Manufacturing Engineering |
| Marc O'Riain | Architecture |
| Maretta Brennan | Mathematics |
| Mary Moloney | Civil, Structural & Environmental Engineering |
| Niamh Power | Civil, Structural & Environmental Engineering |
| Paul Keane | Mechanical, Biomedical & Manufacturing Engineering |
| Sean Lacey | Mathematics |
| Ted McKenna | Civil, Structural & Environmental Engineering |
| Ted Scully | Computing |
| Vincent Ryan | Computing |

Faculty of Business & Humanities

| | |
|---------------------|------------------------------------|
| Carmel Buttimer | Accounting & Information Systems |
| Christopher Mamo | Applied Social Studies |
| Colette Murphy | Marketing & International Business |
| Conor Kelleher | Marketing & International Business |
| Edward Coughlan | Sport, Leisure & Childhood Studies |
| Gail Cotter Buckley | Tourism & Hospitality |
| George Murphy | Accounting & Information Business |
| Noel Murray | Marketing & International Business |
| Róisín Lane | Applied Social Studies |
| Sarah Culhane | Accounting & Information Systems |

CIT CCAD

| | |
|-----------------|----------------------|
| Frank O'Donovan | Media Communications |
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NMCI

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| Dermot O'Reilly | NMCI |
| Jane O'Keefe | NMCI |

3.2 Academic Council Executive Committee Membership

The composition of the Academic Council Executive Committee is:

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

The functions of the Executive Committee are:

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

Meetings of the Academic Council Executive Committee

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

3.3 Academic Council Committees

The Academic Council approved the formation of the following committees:

ACADEMIC PLANNING & REVIEW COMMITTEE

Dr Catherine Frehill (Chairperson)

ADMISSIONS COMMITTEE

Don Crowley (Chairperson)

LEARNING RESOURCES COMMITTEE

Dr Gearóid Ó Súilleabháin (Chairperson)

REGULATIONS COMMITTEE

Ms Roisín Lane (Acting Chairperson)

RESEARCH & DEVELOPMENT COMMITTEE

Dr Ambrose Furey (Chairperson)

STANDING ORDERS COMMITTEE

Jim Walsh (Chairperson)

3.4 Academic Development

External Reviews

During the 2015/2016 academic year, Phase 1 and 2 of the programmatic review for the Faculty of Business & Humanities, CIT Cork School of Music and CIT Crawford College of Art & Design took place. Programmes within the various Schools and Colleges were categorised into a number of coherent streams with each stream being reviewed by a panel of national and international experts drawn from academia and industry. Panel recommendations were considered and implemented over the course of the following academic year.

New Programme Development

The Institute continued to develop and diversify its programme portfolio. It is notable the number of postgraduate programmes in computer science and business that were developed and approved during the academic year.

Postgraduate

Postgraduate Diploma in Science in Information Security; Master of Science in Information Security; Postgraduate Diploma in Science in Information Design & Development; Master of Science in Information Design & Development; Postgraduate Diploma in Arts in Global Business; Master of Arts in Global Business Practice

Special Purpose Awards

Certificate in Nautical Studies; Certificate in Nautical Science; Certificate in Building Information Modelling; Certificate in Advanced Mechatronics; Certificate in ICT Project Management

Academic Policies

During the year, the Institute developed or updated a broad range of academic policies. These included developing Curricular Structure and Credit Profiles and Student Terms of Engagement policies, and updating policies relating to Standing Orders; Composition of Academic Council; Assessment Appeals and Corrections of Errors and Omissions in Respect to Assessment; Individual Extenuating Circumstances Relating to Examinations and Assessments.

Academic Council recommended to the Governing Body the adoption of updated programme entry requirements in response to the revised Leaving Certificate points scheme. Furthermore, under the 2014 IOTI Sectoral Protocol for Delegated Authority to make Joint Awards, CIT achieved delegated authority to make joint awards up to Level 9 Masters across all areas of the Institute and Level 10 Doctoral programmes in areas where the Institute currently has delegated authority.

3.5 Approved Courses – Full-Time that operated in 2015/16

FACULTY OF ENGINEERING & SCIENCE

SCHOOL OF BUILDING & CIVIL ENGINEERING

Department of Architecture

Level 7

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

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

Level 8

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

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

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

Level 9

Master of Science (Research) – Year 5

Master of Architecture (Taught) – Year 5

Level 10

Doctor of Philosophy – Year 6

Department of Civil, Structural & Environmental Engineering

Level 7

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

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

Level 8

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

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

Level 9

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

Master of Engineering (Research) – Year 5

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

Department of Construction**Level 7**

Bachelor of Science in Quantity Surveying – Year 3

Bachelor of Science in Construction – Years 1 & 2

Bachelor of Science in Construction Management – Year 3

Level 8

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

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

Level 9

Master of Science in Construction Project Management (Taught) – Year 5

SCHOOL OF MECHANICAL, ELECTRICAL & PROCESS ENGINEERING***Department of Mechanical, Biomedical & Manufacturing Engineering*****Level 7**

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

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

Level 8

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

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

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

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

Level 9

Master of Engineering (Research) – Year 5

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

Level 10

Doctor of Philosophy – Year 6

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

Higher Certificate in Science in Good Manufacturing Practice and Technology – Years 1 & 2

Certificate (SPA) Food Processing Fundamentals – Year 1

Level 7

Bachelor of Engineering in Building Services Engineering – Year 3

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

Level 8

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

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

Bachelor of Science (Hons) in Transport Management – Year 4

Level 9

Master of Engineering (Research) – Year 5

Level 10

Doctor of Philosophy – Year 6

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

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

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

Level 8

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

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

Level 9

Master of Engineering (Research) – Year 5

Level 10

Doctor of Philosophy – Year 6

Centre of Craft Studies**Level 6**

Certificate (SPA) Equipment Maintenance Fundamentals – Year 1

Level 7

No Award Bridging Studies for Craft Technology (Wood) with Business – Year 1

Bachelor of Science in Craft Technology (Wood) with Business – Years 1, 2 & 3

Bachelor of Science in Craft Technology (Mechanical Services) – Years 1, 2 & 3

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

Bachelor of Science in Applied Biosciences with Biotechnology – Year 3

Bachelor of Science in Applied Biosciences – Years 1 & 2

Bachelor of Science in Food & Health Science – Year 3

Level 8

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

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

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

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

Bachelor of Science (Hons) in Biological Sciences Common Entry – Year 1

Diploma (SPA) Clinical Laboratory Practice – Year 1

Level 9

Master of Science (Research) – Year 5

Master of Science in Computational Biology (Taught) – Year 5

Level 10

Doctor of Philosophy – Year 6

Department of Computing

Level 7

Bachelor of Science in Computing – Years 1, 2 & 3

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

Level 8

Higher Diploma in Science in Cloud Computing – Year 5

Higher Diploma in Science in Cloud and Mobile Software Development – Year 5

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

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

Bachelor of Science (Hons) in Software Development & Computer Networking – Years 1, 2, 3 & 4

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

Level 9

Master of Science in Software Development (Taught) – Year 5

Master of Science in Information Security (Taught) – Year 5

Master of Science in Information Development (Taught) – Year 5

Master of Science in Networking & Security (Taught) – Year 5

Level 10

Doctor of Philosophy – Year 6

Department of Physical Sciences**Level 7**

Bachelor of Science in Applied Physics & Instrumentation – Years 1, 2 & 3

Bachelor of Science in Analytical & Pharmaceutical Chemistry – Years 1, 2 & 3

Level 8

Bachelor of Science (Hons) in Applied Physics & Instrumentation – Year 4

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

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

Bachelor of Science (Hons) in Analytical Chemistry with Quality Assurance – Years 1, 2, 3 & 4

Level 9

Master of Science (Research) – Year 5

Level 10

Doctor of Philosophy – Year 6

NMCI**Level 6**

Higher Certificate in Science in Nautical Studies – Years 2 & 3

Level 7

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

Bachelor of Engineering in Marine Electrotechnology – Years 1, 2 & 3

Bachelor of Science in Nautical Science – Years 1, 2 & 3

Level 8

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

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

Bachelor of Business in Accounting – Years 1, 2 & 3

Bachelor of Science in Agriculture – Years 1, 2 & 3

Bachelor of Science in Horticulture – Years 1, 2 & 3

Level 8

Bachelor of Business (Hons) in Accounting – Years 1, 2, 3 & 4

Bachelor of Business (Hons) in Information Systems – Years 1, 2, 3 & 4

Bachelor of Science (Hons) in Agriculture – Year 4

Bachelor of Science (Hons) in Horticulture – Year 4

Level 9

Master of Business (Research) – Year 5

Department of Management and Enterprise

Level 6

Higher Certificate in Business – Years 1 & 2

Level 7

Bachelor of Business in Business & Management – Year 3

Bachelor of Business – Years 1 & 2

Level 8

Bachelor of Business (Hons) – Year 4

Level 9

Master of Business (Research) – Year 5

Level 10

Doctor of Philosophy – Year 6

Department of Marketing and International Business

Level 7

Bachelor of Business in Marketing – Year 3

Level 8

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

Bachelor of Business (Hons) in International Business – Years 1 & 2

Level 9

Master of Business (Research) – Year 5

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

Level 10

Doctor of Philosophy – Year 6

Department of Organisation & Professional Development

Level 7

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

Level 8

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

SCHOOL OF HUMANITIES***Department of Applied Social Studies*****Level 7**

Bachelor of Arts in Community Development – Years 1 & 2

Bachelor of Arts in Social Care – Years 1, 2 & 3

Level 8

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

Level 9

Master of Arts (Research) – Year 5

Department of Sport, Leisure & Childhood Studies**Level 7**

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

Bachelor of Arts in Early Years Education – Years 1, 2, & 3

Level 8

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

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

Bachelor of Arts (Hons) in Montessori Education – Years 3 & 4

Level 9

Master of Arts (Research) – Year 5

Master of Science (Research) – Year 5

Department of Tourism & Hospitality**Level 6**

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

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

Level 7

Bachelor of Business in Bar Management – Years 1, 2 & 3

Bachelor of Business in Culinary Arts – Years 1, 2 & 3

Bachelor of Business in Hospitality Management – Years 1, 2 & 3

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

Level 8

Bachelor of Business (Hons) in Hospitality Management – Year 4

Bachelor of Business (Hons) in Tourism – Years 1, 2, 3 & 4

Level 9

Master of Business (Research) – Year 5

Level 10

Doctor of Philosophy – Year 6

CIT CCAD

Level 8

Bachelor of Arts (Hons) in Contemporary Applied Art (Ceramics, Glass, Textiles) – Years 1, 2, 3 & 4

Bachelor of Arts (Hons) in Fine Art – Years 1, 2, 3 & 4

Level 9

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

Master of Arts (Research) – Year 5

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

Professional Master of Education (Art & Design Education) jointly with UCC (Taught) – Years 5 & 6

Department of Media Communications

Level 8

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

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

Level 9

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

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

Master of Arts (Taught) – Year 5

Master of Arts (Research) – Years 5 & 6

CIT CSM

Level 8

Bachelor of Music (Hons) – Years 1, 2, 3 & 4

Bachelor of Arts (Hons) in Popular Music – Years 1, 2, 3 & 4

Bachelor of Arts (Hons) in Theatre and Drama Studies – Years 1, 2, 3 & 4

Level 9

Master of Arts in Music (Taught) – Year 5

Master of Arts (Research) – Year 5

Master of Arts in Music and Technology (Taught) – Year 5

Master of Science in Music and Technology (Taught) – Year 5

Teaching & Learning Unit

Level 9

Master of Art in Teaching and Learning in Higher Education (Taught) – Year 5

3.6 Fáilte Ireland and Craft Courses that operated in 2015/16

FACULTY OF BUSINESS & HUMANITIES

SCHOOL OF HUMANITIES

Department of Tourism & Hospitality

Level 6

FETAC Advanced Certificate in Professional Cookery – Year 1

Fáilte Ireland FETAC Certificate in Professional Cookery – Years 1 & 2

FACULTY OF ENGINEERING & SCIENCE

SCHOOL OF MECHANICAL, ELECTRICAL & PROCESS ENGINEERING

Centre of Craft Studies

National Craft Certificate – Electrician (Phases 4 & 6)

National Craft Certificate – Plastering (Phase 4)

National Craft Certificate – Plumbing (Phases 4 & 6)

National Craft Certificate – Construction Plant Fitting (Phases 2, 4 & 6)

National Craft Certificate – Fitting & Turning (Phases 4 & 6)

National Craft Certificate – Welding & Fabrication (Phases 4 & 6)

National Craft Certificate – Motor Mechanic (Phases 4 & 6)

National Craft Certificate – Refrigeration (Phase 4)

3.7 Approved Courses – Part-Time that operated in 2015/16

FACULTY OF ENGINEERING & SCIENCE

SCHOOL OF BUILDING & CIVIL ENGINEERING

Department of Civil, Structural & Environmental Engineering

Level 7

Certificate (SPA) in Building Information Modelling – Year 1

Bachelor of Engineering in Civil Engineering – Years 2 & 3

Bachelor of Engineering in Environmental Engineering – Year 2

Single Subject Certificate (SPA) – Year 2

Certificate (SPA) in Environmental and Energy Engineering – Year 1

Level 8

Single Subject Certificate (SPA) in Building Regulatory Engineering - Year 1

Single Subject Certification (SPA) in Civil Engineering Modules – Year 1

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

Level 9

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

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

Single Subject Certification (SPA) in Civil Engineering Modules (Taught) – Year 1

Department of Construction

Level 7

Bachelor of Science in Quantity Surveying – Year 3

Bachelor of Science in Construction – Year 1

Level 9

Master of Science in Construction Project Management – Year 5

SCHOOL OF MECHANICAL, ELECTRICAL & PROCESS ENGINEERING

Department of Electrical & Electronic Engineering

Level 7

Bachelor of Engineering in Electrical Engineering – Year 3

Level 8

Bachelor of Engineering (Hons) in Electronic Engineering – Year 4

Bachelor of Engineering (Hons) in Electrical Engineering – Year 4

Level 9

Master of Engineering (Research) – Year 5

Level 10

Doctor of Philosophy – Year 6

Department of Mechanical, Biomedical & Manufacturing Engineering**Level 6**

Society of Manufacturing Engineers Certificate - Certified Manufacturing Engineer – Year 1

Single Subject Certificate (SPA) in Lean Practitioner – Year 1

Certificate (SPA) in Mechanical Science – Year 1

Level 7

Certificate (SPA) in Automation and Control Systems – Year 1

Single Subject Certificate (SPA) – Year 1

Certificate (SPA) in Lean Six Sigma Green Belt – Year 1

Certificate (SPA) in Biomedical Device Manufacture – Year 1

Bachelor of Engineering in Mechanical Engineering – Year 3

Level 8

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

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

Certificate (SPA) in Project Management – Year 1

Certificate (SPA) in ICT Project Management – Year 1

Single Subject Certificate (SPA) in Engineering Modules – Year 1

Certificate (SPA) in Lean Six Sigma Black Belt – Year 1

Certificate (SPA) in Advanced Mechatronics – Year 1

Level 9

Master of Engineering (Research) – Year 5

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

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

Certificate (SPA) in Biopharmaceutical Manufacturing Operations – Year 1

Higher Certificate in Science in Good Manufacturing Practice & Technology – Year 1

Level 7

Certificate (SPA) in Biopharmaceutical Processing – Year 1

Diploma (SPA) in Biopharmaceutical Manufacturing Operations – Year 1

Single Subject Certification (SPA) – Year 1

Certificate (SPA) in Plant and Piping Design – Year 1

Bachelor of Science in Good Manufacturing Practice and Technology – Year 3

Level 8

Bachelor of Engineering (Hons) in Chemical & Biopharmaceutical Engineering – Year 4
 Certificate (SPA) in Chemical Process Safety – Year 1

Level 10

Doctor of Philosophy – Year 6

Centre of Craft Studies**Level 6**

Coded Welding Course EN287 Coded Welding Standard EN287 – Years 1 & 2
 Certificate (SPA) in Maintenance Technology Fundamentals – Year 1

NMCI**Level 6**

No Award (Bridging Studies) in Nautical Science – Year 1

Level 7

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

Level 8

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

Professional Training

Certificate of Competency in Marine Engineering – Second Engineer Officer/Chief Engineer Officer – Year 1

Certificate of Competency in Marine Engineering – Officer of the Watch – Year 1

Certificate of Competency Deck – Chief Mate/Master – Year 1

SPA Master Deck Refresher Course – Year 1

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

Bachelor of Science in Applied Biosciences with Biotechnology – Year 3

Bachelor of Science in Applied Biosciences – Year 2

Level 8

Bachelor of Science (Hons) in Nutrition and Health Science – Year 3

Level 9

Master of Science (Research) – Year 5

Master of Science in Computational Biology – Year 5

Level 10

Doctor of Philosophy – Year 6

Department of Computing**Level 6**

CCNA Certificate CISCO Certified Network Associate (CCNA) – Year 1

Higher Certificate in Science in Computing – Years 1 & 2

CISCO IT Essentials 1 Certificate (CompTIA A+) Computer Hardware & Operating Systems Technologies – Year 1

VMWare Certificate VMWare Technologies – Year 1

Level 7

Bachelor of Science in Computing – Year 3

Bachelor of Science in Information Technology – Years 2 & 3

Level 8

Higher Diploma in Science in Cloud Computing – Year 5

Bachelor of Science (Hons) in Cloud Computing – Year 4

Bachelor of Science (Hons) in IT Management – Year 4

Bachelor of Science (Hons) Web Development – Year 4

Level 9

Master of Science in Cloud Computing (Taught) – Year 5

Master of Science (Research) – Year 5

Master of Science in Networking & Security (Taught) – Year 5

Master of Science in Software Development (Taught) – Year 5

Single Subject Certificate (SPA) Computing Modules (Taught) – Year 1

Postgraduate Diploma in Science Networking and Security – Year 5

Level 10

Doctor of Philosophy – Year 6

Professional Training Qualification

Novell Certified Linux Professional Novell's SUSE Linux Administration (Undergraduate) – Year 1

Comp TIA Certificate CompTIA Security+ – Year 1

Department of Mathematics**Level 8**

Higher Diploma in Science in Data Science & Analytics – Year 5

Department of Physical Sciences**Level 6**

Higher Certificate in Science in Industrial Measurement and Control – Year 2

Certificate (SPA) Quality Assurance – Year 1

Level 7

Bachelor of Science in Applied Physics and Instrumentation – Year 3

Excellence Ireland Diploma Quality Management – Years 1 & 2

Level 8

Certificate (SPA) Advanced Industrial Automation – Year 1

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

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

Bachelor of Science (Hons) in Analytical Chemistry with Quality Assurance – Year 2

Level 9

Master of Science (Research) – Year 5

Level 10

Doctor of Philosophy – Year 6

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

Bachelor of Business in Accounting – Year 3

Level 8

Bachelor of Business (Hons) in Accounting – Year 4

Department of Management & Enterprise**Level 6**

Higher Certificate in Business– Years 1 & 2

Level 7

Bachelor of Business in Business Studies – Years 1 & 2

Bachelor of Business in Management – Years 2 & 3

Level 8

Bachelor of Business (Hons) – Year 4

Level 10

Doctor of Philosophy – Year 6

Department of Marketing and International Business**Level 7**

Bachelor of Business in Marketing – Year 3

Level 8

Certificate (SPA) in Digital Marketing – Year 1

Bachelor of Business (Hons) in International Business with Language – Year 2

Higher Diploma in Business in Sales Management – Year 5

Level 9

Master of Science in Marketing Practice – Year 5

Department of Organisation & Professional Development**Level 6**

Diploma in Accounting and Business – Year 1

Certificate (SPA) in Introductory Book-Keeping and Accounting – Years 1 & 2

CIMA Certificate in Business Accounting

Accounting Technician Accounting & Information Skills – Years 1 & 2

Level 7

Bachelor of Arts in Human Resource Management – Years 1, 2 & 3

Bachelor of Business in Business Administration – Year 2

Level 8

Bachelor of Arts (Hons) in Human Resource Management – Year 4

Certified Public Accountants – Years 2 & 4

Level 9

Master of Business (Taught) – Year 5

Master of Arts in Human Resource Management (Taught) – Year 5

Level 10

Doctor of Philosophy – Year 6

SCHOOL OF HUMANITIES***Department of Applied Social Studies*****Level 6**

Certificate (SPA) in Counselling Skills – Year 1

Higher Certificate in Arts in Counselling Skills – Year 2

Level 7

Bachelor of Arts in Social Care – Year 2

Level 8

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

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

Level 9

Master of Arts in Integrative Psychotherapy (Taught) – Year 5

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

Level 10

Doctor of Philosophy – Year 6

Department of Sport, Leisure & Childhood Studies**Level 7**

Bachelor of Business in Recreation and Leisure Studies – Years 1 & 3

Bachelor of Arts in Early Years Education – Year 3

Department of Tourism & Hospitality**Level 6**

Certificate (SPA) in Arts of Mixology and Cocktail Making – Year 2

Certificate (SPA) in Practical Bakery Techniques – Year 1

Certificate in Pastry Tarts & Small Gateaux – Year 2

Single Subject Certification (SPA) Tourism Modules – Year 1

Certificate (SPA) in Professional Bar Operations – Year 1

Level 7

Bachelor of Arts in Culinary Arts – Year 3

Bachelor of Business in Culinary Arts – Year 2

CIT CCAD**Level 6**

Single Subject Certification (SPA) Arts Modules – Year 1

Level 7

Single Subject Certification (SPA) Arts Modules – Year 1

Level 8

Bachelor of Arts (Hons) in Fine Art – Year 3

Certificate (SPA) in Arts Participation and Development – Year 1

Certificate (SPA) in Principles and Theory of Art Therapy – Year 1

Certificate (SPA) in Group Arts Facilitation – Year 1

Certificate (SPA) in Fine Art Textiles – Year 2

Level 9

Master of Arts in Teaching Visual Arts for Primary & Early Years Education (Taught) – Year 5

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

Master of Arts in Art and Design Education (Taught) – Year 5

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

Department of Media Communications**Level 6**

Certificate (SPA) in Radio Broadcast Media – Year 1

Certificate (SPA) in Media Production – Year 1

Level 9

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

Master of Arts (Research) – Year 5

GRADUATES OFFICE**Level 9**

Single Subject Certification (SPA)

TEACHING & LEARNING UNIT**Level 9**

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

CIT CSM**Level 9**

Master of Arts in Music and Technology – Year 5

Part-Time

Bassoon

Brass Ensemble

Cello

Cello Group

Chamber Music

Clarinet

Concert Band

Choir

Double Bass

Drama

Euphonium/Tuba

Flute

Flute Band/Ensemble
Guitar
Harp
Harpsichord
Horn
Horn Ensemble
Jazz Big Band
Junior Bands
Junior Guitar Ensemble
Musicianship
Oboe
Opera Studio
Organ
Organ Keyboard Skills
Orchestra
Percussion
Percussion Ensemble
Piano
Piano Ensemble

Recorder
Saxophone
Saxophone Quartet
Singing
Speech (Class)
Speech (Individual)
Speech (Theory)
Suzuki Cello
Suzuki Violin
Technique C
Theory (Individual)
Trombone
Trumpet
Viola
Violin
Vocal Support Studies
Wind Ensemble
Woodwind Ensemble

3.8 Validating Authorities

Quality & Qualifications Ireland

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

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

Professional Bodies

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

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

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

3.9 External Examiners

FACULTY OF BUSINESS & HUMANITIES

SCHOOL OF BUSINESS

Department of Accounting & Information Systems

Dr Philip Dix

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

Mr Kieran Gallery

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

Mr Cathal Kearney

- Bachelor of Business in Accounting
- Bachelor of Business (Hons) in Accounting
- Bachelor of Business in Business Administration
- Bachelor of Business (Hons) in Information System

Dr TJ MacDonald

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

Dr Karina Pierce

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

Mr Peter Weadack

- Bachelor of Business in Accounting
- Bachelor of Business (Hons) in Accounting
- Bachelor of Business in Management
- Master of Business
- Bachelor of Business in Business Administration
- Bachelor of Business in Marketing
- Bachelor of Business in Business & Management
- Bachelor of Science in Craft Technology (Wood) with Business
- Bachelor of Business (Hons) in International Business with Language

Department of Management & Enterprise

Ms Emer Ní Bhradaigh

- Higher Certificate in Business
- Bachelor of Business
- Bachelor of Business (Hons) in Marketing
- Bachelor of Business in Management
- Bachelor of Business in Recreation & Leisure Management
- Bachelor of Business in Business Administration
- Bachelor of Business (Hons) in Business Information Systems
- Bachelor of Engineering in Electronic Systems Engineering

Mr Gerard Phelan

- Higher Certificate in Business
- Bachelor of Business
- Bachelor of Business (Hons) in Marketing
- Bachelor of Business in Management
- Bachelor of Business in Recreation & Leisure Management
- Bachelor of Business in Business Administration
- Bachelor of Business (Hons) in Business Information Systems

Mr Mike Wilman

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

Department of Marketing & International Business

Ms Angela Crowley

- Higher Diploma in Business in Sales & Management
- Bachelor of Business

Mr Robert Farrell

- Bachelor of Business (Hons) in Business Administration
- Bachelor of Business in Marketing
- Bachelor of Business (Hons) in Marketing
- Bachelor of Business
- Master of Science in Marketing Practice
- Master of Arts in New Media and PR
- Certificate in Digital Marketing
- Higher Diploma in Business in Sales Management
- Master of Science in International Business

Ms Eimear Kelly

- German Modules

Ms Ann Masterson

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

Ms Erin McNamara Cullen

- Spanish Module

Dr Chris Mulhall

- Bachelor of Business

Dr Angela Ryan

- All French Modules

Dr Liam Thornton

- Law Modules

Department of Organisation & Professional Development

Dr Peter Carew

- Bachelor of Business in Management
- Master of Business

Mr Aidan Daly

- Master of Business

Dr Colette Darcy

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

Ms Clodagh Geraghty

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

Dr Noel Harvey

- Master of Arts in Human Resource Management

Mr Colm Kelleher

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

Dr Felicity Kelliher

- Master of Business

Ms Caroline Murphy

- Bachelor of Business in Business Administration

Ms Deirdre O'Riordan

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

Mr Aidan Walsh

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

SCHOOL OF HUMANITIES***Department of Applied Social Studies***

Ms Deirdre Barry

- Master of Arts in Play Therapy

Ms Jacinta Byrne Doran

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

Ms Diane Canny

- Master of Arts in Play Therapy

Dr John Considine

- Bachelor of Arts (Hons) in Social Care

Ms Gillian Larkin

- Bachelor of Arts in Social Care

Ms Rebecca Loughry

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

Ms Donna McNamara

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

Dr Feilim Ó hAdhmaill

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

Dr Jacqui O'Riordan

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

Ms Nicola O'Sullivan

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

Dr Sharon Phelan

- Bachelor of Arts in Social Care

Mr Ger Phillips

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

Ms Cynthia Ransley

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

Ms Annie Sampson

- One Year Certificate in Counselling Skills
- Higher Certificate in Counselling Skills
- Bachelor of Arts in Social Care

Department of Sport, Leisure and Childhood Studies

Mr Denis Cullinane

- Bachelor of Business in Recreation & Leisure Management

Dr Denice Cunningham

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

Dr Mairéad De Búrca

- Module Extern - Gaeilge - Elective:
 - Bachelor of Arts in Early Years Education
- Bachelor of Arts (Hons) in Early Years Education
 - Bachelor of Arts (Hons) in Montessori Education

Mr Roddy Gaynor

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

Dr Mark Lyons

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

Dr Sharon McLaughlin

- Bachelor of Arts in Early Years Education
- Bachelor of Arts (Hons) in Early Years Education
- Bachelor of Business in Recreation & Leisure Management (Module - Recreation and Leisure Law)

Dr Meera Oke

- Bachelor of Arts (Hons) in Montessori Education

Dr Sharon Phelan

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

Mr Peter Weadack

- Bachelor of Business in Recreation & Leisure Management
- Module - Financial Accounting in the Leisure Industry

Department of Tourism & Hospitality

Ms Deirdre Cole

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

Mr Séamus Crotty

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

Ms Brid Crotty

- Higher Certificate in Hospitality Studies

Ms Rosemary Leonard

- Bachelor of Business in Culinary Arts
- Bachelor of Business in Bar Management

Mr Martin Neville

- Higher Certificate in Hospitality Studies
- Bachelor of Business in Hospitality Management
- Bachelor of Business (Hons) in Hospitality Management
- Bachelor of Business in Culinary Arts
- Bachelor of Business in Bar Management
- Bachelor of Business in Tourism

Dr Sophie Price

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

Mr Jack Ryan

- Higher Certificate in Arts in Culinary Studies
- Advanced Certificate in Professional Cookery

CIT CCAD

Department of Art & Design Education

Prof. Dervil Jordan

- Master of Arts in Art & Design Education
- Master of Arts in Teaching Visual Arts in Primary & Early Years Education

Dr Sharon Phelan

- Master of Arts in Art & Design Education
- Master of Arts in Teaching Visual Arts in Primary & Early Years Education

Department of the Arts in Health & Community Practice

Ms Sheelagh Broderick

- Arts in Group Facilitation (Level 8)
- Arts Participation & Development (Level 8)

Ms Suzie Cahn

- Master of Arts in Art Therapy
- Certificate in the Principles of Art Therapy

Department of Fine Art & Applied Art

Ms Mary Ann Bolger

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

Mr Clive Fiddis

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

Mr Séan Lynch

- Bachelor of Arts (Hons) in Fine Art

Ms Christina McBride

- Bachelor of Arts (Hons) in Fine Art & Design

Ms Ingrid Murphy

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

Mr Mark O'Kelly

- Master of Arts in Art Process

Dr Tim Stott

- Bachelor of Arts in Fine Art
- Bachelor of Arts (Hons) in Fine Art
- Bachelor of Arts in Ceramic Design
- Bachelor of Arts (Hons) in Ceramic Design

Department of Media Communications

Dr Gianni Corino

- Bachelor of Arts (Hons) in Multimedia

Dr Ken Keane

- Bachelor of Arts (Hons) in Multimedia

Mr John Kelly

- Master of Arts in E-Learning Design & Development

Ms Ruth Martin

- Bachelor of Arts (Hons) in Visual Communications

Dr Anna Moran

- Bachelor of Arts (Hons) in Visual Communications

Ms Renate Murphy

- HDip in Arts in Public Relations
- Master of Arts in Public Relations with New Media

Ms Jackie Raftery

- Bachelor of Arts (Hons) in Visual Communications

Mr Ralph Riegel

- Master of Arts in Journalism with New Media

CIT CSM

Mr Cian Boylan

- Bachelor of Arts (Hons) in Popular Music

Mr Bob Burke

- Bachelor of Arts in Popular Music

Mr Thomas Conway

- Bachelor of Arts in Theatre & Drama Studies

Ms Mia Cooper

- Taught MA (Music)

Mr Paul Meade

- Bachelor of Arts in Theatre & Drama Studies

Ms Denise Neary

- Bachelor of Music (Hons)

Mr Pádraic Ó Cuinneagáin

- Taught MA in Music Performance /Composition

Mr Alan Smale

- Bachelor of Music (Hons)

Mr Rory Walsh

- Taught MA/MSc in Music & Technology

Mr Lawrence White

- Taught MA/MSc in Music & Technology

FACULTY OF ENGINEERING & SCIENCE

SCHOOL OF BUILDING & CIVIL ENGINEERING

Department of Architecture

Mr James Bourke

- Bachelor of Science in Architectural Technology
- Bachelor of Science (Hons) in Architectural Technology
- Master of Science in Architectural Technical Design

Prof. Raoul Bunschoten

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

Mr Conor McCabe

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

Mr Eoghan McCarthy

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

Mr John McDonald

- Master of Science in Interior Architecture

Ms Maria McVeigh

- Master of Science in Interior Architecture

Mr Derek O'Leary

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

Prof. Christopher Joseph Platt

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

Mr Barry Sheehan

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

Mr Robin Stubbs

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

Mr Norman Wienand

- Master of Science in Architectural Technical Design

Department of Civil, Structural & Environmental Engineering

Ms Úna Beagon

- Higher Certificate in Engineering in Civil Engineering
- Bachelor of Engineering in Civil Engineering
- Bachelor of Engineering in Environmental Engineering

Mr Brendan Brice

- Higher Certificate in Engineering in Civil Engineering
- Bachelor of Engineering in Civil Engineering
- Bachelor of Engineering in Environmental Engineering

Mr Paul Kavanagh

- Master of Engineering in Structural Engineering

Dr Bryan McCabe

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

Mr Fintan McGivern

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

Ms Clodagh O'Donovan

- Bachelor of Engineering (Hons) in Structural Engineering
- Common Entry Engineering - Level 8 (Year 1)

Dr Patrick J. Purcell

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

Dr Mark Richardson

- Master of Engineering in Structural Engineering

Department of Construction

Mr Lawrence Buckley

- PGDip/Master of Science Construction Project Management

Mr Pat Carter

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

Mr Paul Greaney

- Master of Science in Construction Project Management

Mr Ger Harrington

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

Dr Mike Murray

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

Mr Lawrence Slade

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

SCHOOL OF MECHANICAL, ELECTRICAL & PROCESS ENGINEERING

Department of Electrical & Electronic Engineering

Mrs Valerie Kenneally

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

Mr Terrence O'Brien

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

Mr Michael Radley

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

Ms Siobhán Wall

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

Department of Mechanical, Biomedical & Manufacturing Engineering

Ms Bernie Barber

- Introduction to Lean & Six Sigma
- Lean Sigma Practitioner, Yellow Belt
- Lean Sigma Green Belt
- Lean Sigma Black Belt

Dr Joseph Butterfield

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

Dr Garrett Byrne

- Bachelor of Engineering in Mechanical Engineering

Mr Bernard Gould

- Certificate in Project Management (SPA)
- Project Management Techniques (Stand Alone Module)

Mr Trevor Long

- Bachelor of Engineering (Hons) in Mechanical Engineering

Dr Patrick McGarry

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

Dr Margaret Morgan

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

Dr Tom Roche

- Bachelor of Engineering in Mechanical Engineering

Mr Cyril Tuohy

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

Mr Seán Walsh

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

Department of Process, Energy & Transport Engineering

Mr Pat Donnelly

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

Dr John Wall

- Postgraduate Certificate in Professional Practice

Mr Edmund A. Collins

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

Prof. John Currie

- Bachelor of Engineering (Hons) in Sustainable Energy Engineering

Prof. Jarmila Glassey

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

Prof. Harald Gollinger

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

Mr Brian Hayes

- Bachelor of Science in Good Manufacturing Practice & Technology
- Higher Certificate in Science in Good Manufacturing Practice & Technology
- Diploma in Biopharmaceutical Manufacturing Operations

Prof. Neil Hewitt

- Bachelor of Engineering in Building Services Engineering
- Bachelor of Engineering (Hons) in Building Energy Systems
- Certificate in Plant & Piping Design
- Bachelor of Science in Craft Technology - Mechanical Services

Mr Michael Keohane

- Bachelor of Engineering (Hons) in Building Systems (Ab-Initio)
- Bachelor of Engineering in Building Energy Systems
- Bachelor of Engineering in Building Services Engineering
- Certificate in Plant and Piping Design
- Bachelor of Science in Craft Technology - Mechanical Services

Mr Billy Madden

- Higher Certificate in Science in Good Manufacturing Practice & Technology
- Bachelor of Science in Good Manufacturing Practice & Technology
- Diploma in Biopharmaceutical Manufacturing Operations
- Certificate in Biopharmaceutical Manufacturing Operations
- Certificate in Food Manufacturing Operations

Ms Joanne Walsh

- Bachelor of Engineering (Hons) in Chemical and Biopharmaceutical Engineering

Centre of Craft Studies

Dr Garrett Byrne

- Certificate in Equipment Maintenance Fundamentals
- Certificate in Maintenance Technology Fundamentals

Mr Michael Beasley

- Bachelor of Science in Craft Technology (Wood) with Business

Mr David Tracey

- Bachelor of Science in Craft Technology (Wood) with Business

SCHOOL OF SCIENCE & INFORMATICS

Department of Biological Sciences

Prof. Olivia Corcoran

- Bachelor of Science (Hons) in Herbal Science

Dr Cormac Gahan

- Bachelor of Science (Hons) in Pharmaceutical Biotechnology

Prof. Áine McKillop

- Bachelor of Science (Hons) in Biomedical Science

Dr John McSharry

- Master of Science in Computational Biology

Dr Tom O'Connor

- Bachelor of Science in Food and Health Science

Dr Eibhlís O'Connor

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

Dr Brendan O'Donnell

- Bachelor of Science in Applied Biosciences & Biotechnology

Mr Pádraig O'Sullivan

- Diploma in Clinical Lab Practice

Department of Computing

Dr Keara Barrett

- Master of Science in Cloud Computing

Dr Jim Buckley

- Bachelor of Science (Hons) in Software Development
- Bachelor of Science (Hons) in Web Development

Dr Owen Foley

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

Dr Desmond Greer

- Master of Science in Software Development

Dr Anthony Keane

- Master of Science in Networking & Security

Dr Luca Longo

- Bachelor of Science in Computing

Mr Ian Manning

- Bachelor of Science (Hons) in Software Development & Computer Networking

Mr Pádraig McCarthy

- Bachelor of Science (Hons) in Software Development

Prof. John Murphy

- Bachelor of Science (Hons) in Software Development & Computer Networking

Department of Mathematics

Dr James Cruickshank

- Module Extern for Mathematics

Mr Barry Guiney

- Higher Diploma in Science in Data Science & Analytics

Prof. Eamonn Murphy

- Higher Diploma in Science in Data Science Analytics

Mr Ciarán O'Sullivan

- Module Extern (Mathematics)

Prof. Michael Wallace

- Higher Diploma in Science in Data Science & Analytics
- Module Extern for Statistics

Department of Physical Sciences

Dr Mary Deasy

- Bachelor of Science in Analytical & Pharmaceutical Chemistry
- Certificate in Quality Assurance Special Purpose Award (Level 6)
- Bachelor of Science (Hons) in Analytical Chemistry with Quality Assurance

Dr Michael Geary

- Bachelor of Science in Analytical & Pharmaceutical Chemistry
- Higher Certificate in Good Manufacturing Practice

Mr Joe Haugh

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

Dr John Houlihan

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

Mr Kevin O'Sullivan

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

NMCI

Mr Declan Allen

- Bachelor of Business in Supply Chain & Transport Management

Capt. Shane Begley

- Higher Certificate in Science in Nautical Science

Mr Ronan Boyle

- Certificate in Senior Command Operations

Capt. Fergus Britton

- Bachelor of Science (Hons) in Nautical Science

Mr Michael Kennedy

- Bachelor of Engineering in Marine Engineering

Ms Deirdre Lane

- Bachelor of Science in Nautical Science

Mr Colm McGinley

- Bachelor of Arts in Leadership, Management & Naval Studies

Capt. Harvey Menezes

- Bachelor of Science (Hons) in Nautical Science

Mr Emmett Ryan

- Bachelor of Engineering in Marine Electrotechnology

Mr Donal Whooley

- Higher Certificate in Arts Leadership, Management & Naval Studies

Mr Martin Lilley

- Bachelor of Engineering in Marine Engineering

School of Graduate Studies

Dr Liam Marnane

- Structured PhD Modules

Student Engagement and Retention Initiative

Ms Nuala Harding

- Common Module - PALS – Leadership

Teaching & Learning Unit

Dr Marian McCarthy

- Master of Arts in Teaching & Learning in Higher Education

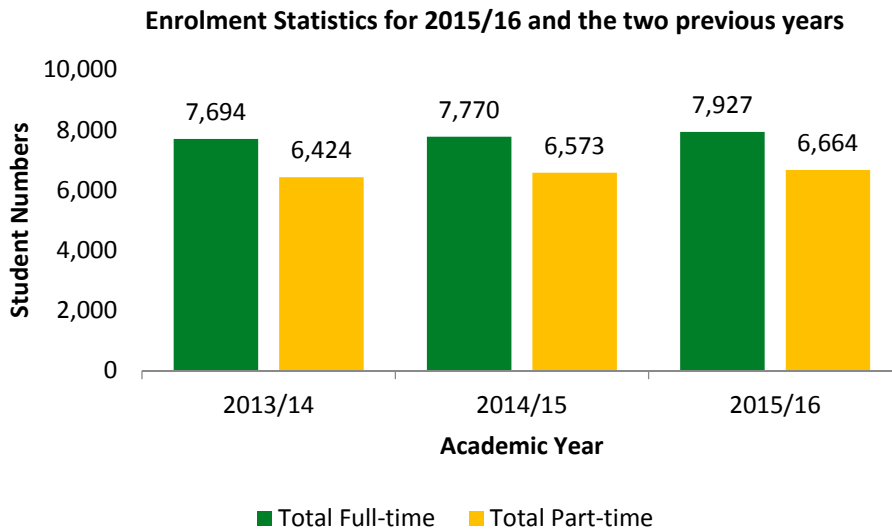
Ms Sinéad O'Sullivan

- Master of Arts in Teaching & Learning in Higher Education

3.10 Student Statistics

Enrolment Statistics for 2015/16 and the two previous years

| | 2013/14 | 2014/15 | 2015/16 |
|----------------------|---------------|---------------|---------------|
| Total Full-time | 7,694 | 7,770 | 7,927 |
| Total Part-time | 6,424 | 6,573 | 6,664 |
| OVERALL TOTAL | 14,118 | 14,343 | 14,591 |



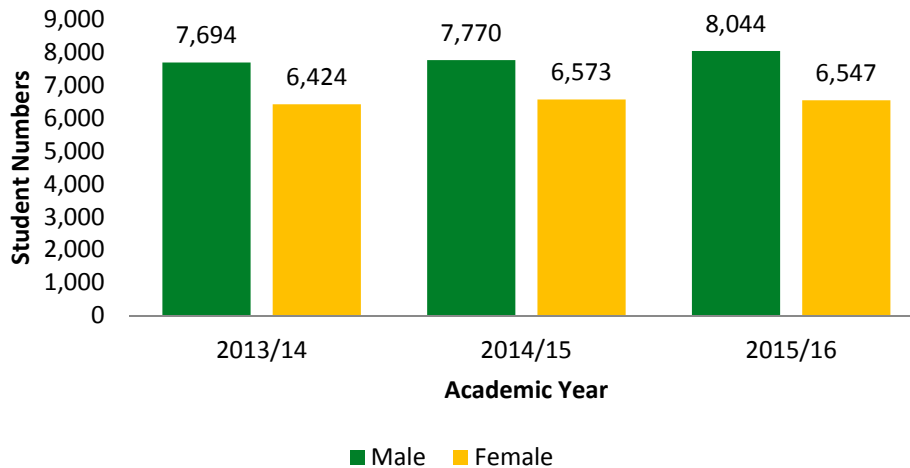
Enrolments by Gender and Attendance Mode for 2015/16

| | Male | Female | Total |
|----------------------|--------------|--------------|---------------|
| FULL-TIME | | | |
| Non-Mature | 4,055 | 2,776 | 6,831 |
| Mature | 730 | 366 | 1,096 |
| TOTAL | 4,785 | 3,142 | 7,927 |
| PART-TIME | | | |
| Fáilte Ireland | 0 | 0 | 0 |
| Craft Apprentices | 528 | 0 | 528 |
| Evening Courses | 2,731 | 3,405 | 6,136 |
| TOTAL | 3,259 | 3,405 | 6,664 |
| OVERALL TOTAL | 8,044 | 6,547 | 14,591 |

Enrolment Statistics by Gender for three academic years

| | 2013/14 | 2014/15 | 2015/16 |
|--------------|---------------|---------------|---------------|
| Male | 7,694 | 7,770 | 8,044 |
| Female | 6,424 | 6,573 | 6,547 |
| TOTAL | 14,118 | 14,343 | 14,591 |

Enrolment Statistics by Gender for three academic years

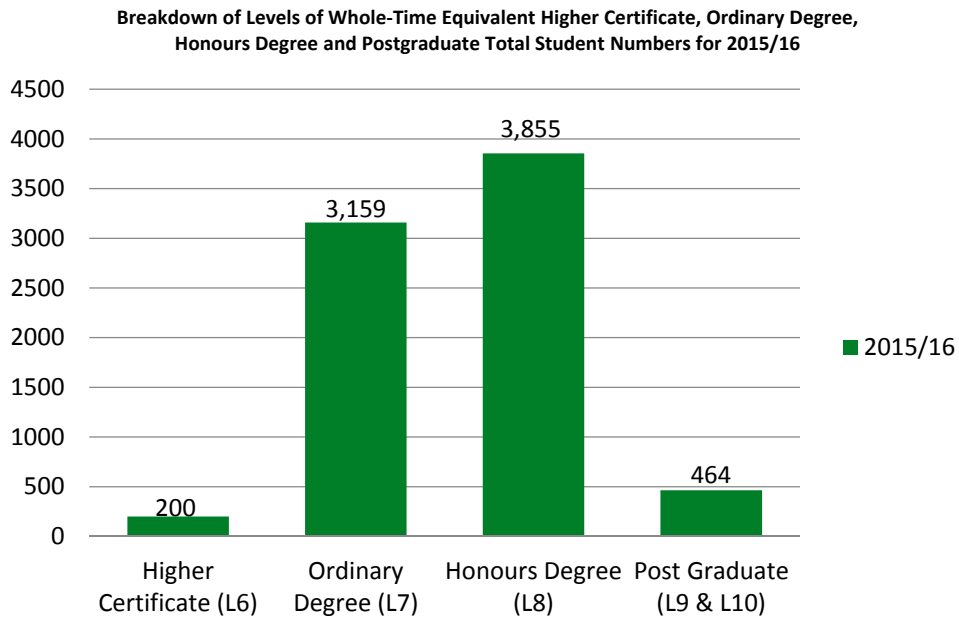


Breakdown of Whole-Time Equivalent Student Numbers - Higher Certificate, Ordinary Degree, Honours Degree and Postgraduate by Discipline for 2015/16

| | Higher Certificate (L6) | Ordinary Degree (L7) | Honours Degree (L8) | Post Graduate (L9 & L10) | Totals |
|--|-------------------------|----------------------|---------------------|--------------------------|--------------|
| Agriculture and Veterinary | 0 | 164 | 32 | 0 | 196 |
| Arts & Humanities | 0 | 31 | 812 | 110 | 953 |
| Business Administration and Law | 37 | 728 | 871 | 70 | 1,706 |
| Education | 0 | 20 | 37 | 94 | 151 |
| Engineering, Manufacturing and Construction | 16 | 692 | 687 | 86 | 1,481 |
| Health and Welfare | 0 | 444 | 394 | 1 | 839 |
| Information and Communication Technologies | 0 | 180 | 342 | 13 | 535 |
| Natural Sciences, Mathematics and Statistics | 0 | 204 | 540 | 69 | 813 |
| Sciences, Mathematics and Computing | 0 | 0 | 0 | 0 | 0 |
| Services | 147 | 696 | 140 | 10 | 993 |
| Social Sciences, Business and Law | 0 | 0 | 0 | 0 | 0 |
| Social Sciences, Journalism and Information | 0 | 0 | 0 | 11 | 11 |
| TOTAL | 200 | 3,159 | 3,855 | 464 | 7,678 |

Breakdown of Levels of Whole-Time Equivalent Higher Certificate, Ordinary Degree, Honours Degree and Postgraduate Total Student Numbers for 2015/16

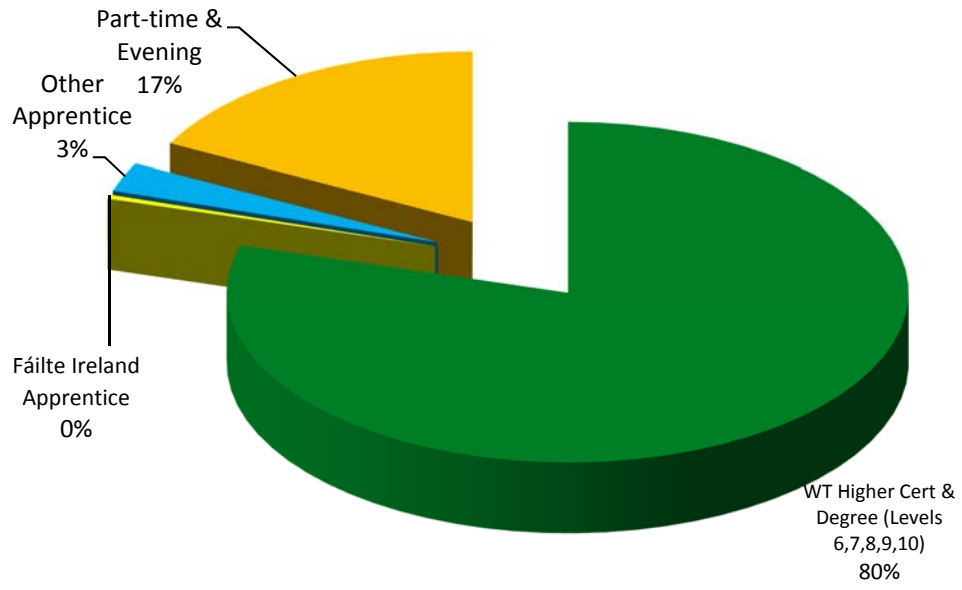
| | Higher Certificate (L6) | Ordinary Degree (L7) | Honours Degree (L8) | Postgraduate (L9 & L10) |
|--------------|-------------------------|----------------------|---------------------|-------------------------|
| TOTAL | 200 | 3,159 | 3,855 | 464 |



Student Whole-Time Equivalent Percentage Distribution – Cork Institute of Technology for 2015/16

| | Actual | WTE |
|---|---------------|--------------|
| WT Higher Cert & Degree (Levels 6,7,8,9,10) | 7,927 | 7,678 |
| Fáilte Ireland Apprentice | 39 | 38 |
| Other Apprentice | 528 | 264 |
| Part-time & Evening | 6,097 | 1,677 |
| TOTAL | 14,591 | 9,657 |

**Student WTE Percentage Distribution –
Cork Institute of Technology for 2015/16**



3.11 Student and Graduate Prizes and Achievements

1. At the Annual Irish Academy of Management conference held in NUI Galway from 3 – 4 September 2015, **Lisa O’Riordan**, PhD student in the Department of Tourism and Hospitality won best paper award. Lisa’s paper titled *“How telling the story through food tourism can provide a deeper insight into a place’s culture: the tale of Kinsale, Dingle and Cork’s English Market”* illustrated the importance of having a food culture and explored in detail the food culture of these areas. The paper makes a contribution to this under-researched area in Irish tourism.
2. On 8 September 2015, CIT graduate from the BSc (Hons) in Agriculture, **Alan Jagoe** from Carrigaline, Co Cork was elected President of CEJA, the European Council of Young Farmers in Milan. During his time as Macra President from 2011 to 2013, he had the opportunity to represent Ireland’s young farmers at National, European and International level. Some examples of his work included the very successful Macra/CEJA Young Farmers conference in March 2013 in Dublin. He was instrumental in conducting studies and reports into land mobility and succession, and also very significant work with Common Agricultural Policy (CAP) reform in Ireland. He has been Vice President of CEJA for that last two-year term.
3. CIT Sustainable Energy and Mechanical Engineering students, graduates and brothers **Ronan** and **Brian Hand’s** team entry based on the project “Equaliser” was awarded Top Three Worldwide in product and technology category at the University Startup World Cup 2015 Finals in Copenhagen, Denmark on 18 September 2015. “Equaliser” is an extreme weather conditions novel tie-down system for ship to shore cranes, incorporating an equalising beam and torque adjustable features, which has been designed, prototyped, optimised and tested.
4. On 23 September 2015, The Undergraduate Awards (UA) announced its 2015 Winners and Highly Commended Entrants, which included four students from CIT.

Cited as the ultimate champion of high-potential undergraduates, and often referred to as a “Junior Nobel Prize”, The Undergraduate Awards is the world’s largest academic awards programme, recognising excellent research and original work across the sciences, humanities, business and creative arts.

The Undergraduate Awards 2015 programme received 5,117 submissions from undergraduates in 255 universities across 39 countries. Winners are the top performers in each of the 25 categories.

This year saw CIT’s first ever Programme Winner in the competition, along with three students who were Highly Commended in their categories.

The following awards were presented:

| Award | Category | Name | Winning Paper |
|----------------------------|----------------------|----------------------|------------------------|
| CIT Programme Award Winner | Visual Arts & Design | Rachel Doolin | “Promethean Illusions” |

Highly Commended Award Winning CIT Students

| Category | Name |
|------------------------------------|-----------------------|
| Engineering & Built Environment | Brian Hand |
| Music, Film, Theatre & Art History | Angela Gilmour |
| Visual Arts & Design | Sinéad Walshe |

5. **Aisling Quill**, a 4th year student in the Bachelor of Business in Tourism at the Department of Tourism & Hospitality returned victorious on 14 October 2015 having been placed in the top three in her competition category at the annual Association of European Hotel and Tourism Schools (AEHT) Competitions held this year in Cervia, Italy.

Aisling beat off stiff competition from students all over Europe, as part of a mixed-nationality team who made a presentation on a tourist destination development plan, to emerge as a winning team in their competition.

The competition is an annual event, where this year some 400 students representing 137 Tourism and Hospitality Colleges from 40 countries competed in a range of competitive sectors.

6. The Registrar & Vice President for Academic Affairs attended the Conferring of the Joint CIT/UCC Bachelor of Science (Hons) in Biomedical Science in UCC on 19 October 2015 at 3.30 pm.
7. This year it has become necessary for the CIT CSM to divide its Awards Ceremony into two sessions.
 - (i) On 22 October 2015 at 7.00 pm awards were presented to students who completed the Junior Musicianship and Senior Musicianship cycles last June. The following awards were presented:

| Award | Name | Department |
|--|---|--|
| The most distinguished student in the Junior Cycle | Karl Riedewald | Department of Keyboard Studies |
| | Kate O’Riordan | Department of String Studies |
| | Stephen McCarthy | Department of Wind, Percussion, Voice & Drama Studies (Instrumental) |
| The most distinguished student in the Intermediate Cycle | Cathal Deasy | Department of Keyboard Studies (Maud O’Hanlon Perpetual Trophy) |
| | Michelle McCarthy | Department of String Studies (Bernard B. Curtis Memorial Trophy) |
| | Niamh Rodgers | Department of Wind, Percussion, Voice & Drama Studies (Instrumental) |
| | Pattie Maguire | Department of Wind, Percussion, Voice & Drama Studies (Drama) |
| The most distinguished student in the Senior Cycle | Sinéad Horgan | Department of Keyboard Studies |
| | Grace Coughlan | Department of Strings Studies |
| | Caoimhe Glavin | Department of Wind, Percussion, Voice & Drama Studies (Instrumental) |
| | Maggie O’Shea | Department of Wind Percussion, Voice & Drama Studies (Drama) |
| The most distinguished post-Grade 8 student | Jordan Bagot & Denise Crowley ex aequo | Department of Keyboard Studies |
| | Eugene Alves | Department of String Studies |
| | John O’Duffy | Department of Wind, Percussion, Voice & Drama Studies (Instrumental) |
| | | |
| The most distinguished students in the Department of Musicianship & Academic Studies | Lochlann Flanagan | Windwise Programme |
| | Cathal Cronin | Junior Musicianship |
| | Jessica O’Shea & Maggie O’Shea ex aequo | Senior Musicianship |

- (ii) On 5 November 2015 at 3.00 pm awards were presented to full-time students and the occasion was enhanced by the inauguration of Distinguished Alumni Awards and an address delivered by Mr Michéal Martin TD. The following awards were presented:

| Award | Name | |
|---|---|--|
| The highest-placed Bachelor of Music (Hons) Degree Students | Martha Campbell | Year 1 |
| | Molly O'Shea | Year 2 |
| | Áine Collins | Year 3 |
| | Jordan Bagot | Year 4 |
| | Alice McGrath | The best dissertation |
| | Martha Campbell | John Vallery Memorial Travelling Scholarship |
| | Ciaran McCarthy | Barbara Harris Memorial Travelling Scholarship |
| The highest-placed Bachelor of Arts (Hons) in Popular Music Degree students | Seán Murray | Year 1 |
| | John Powell | Year 2 |
| | Barry Wilson | Year 3 |
| The highest-placed Bachelor of Arts (Hons) in Theatre & Drama Studies Degree students | Sinéad Pollard | Year 1 |
| | Shannon Hurley | Year 2 |
| | Katrina Foley | Year 3 |
| The highest-placed Masters students | Lynda Lee (2014) & John Duffy (2015) | Taught Masters in Music (Performance, Conducting, Composition) |
| | Delia Fano-Yela | Taught Masters in Music & Technology |
| PM Group Fellowship in Composition (2014-16) | Richard Rudkins | |
| Director's Prize | Alan Dalton | Year 4, BA in Theatre & Drama Studies, 2015-16 |
| Distinguished Alumni Awards | Gary Cronin | BMus, MA |
| | Michelle Fleming | BMus, MA |
| | John O'Brien | BMus, MA |

8. The annual Faculty of Business & Humanities Awards 2015 took place on 29 October 2015 in the Tourism & Hospitality building, Bishopstown Campus. This event celebrated the achievements of the best graduates from the Faculty of Business and Humanities. 55 Awards were presented as follows:

Special Merit Awards 2015 – School of Business

| | |
|---|---|
| Department of Management & Enterprise | 5 |
| The Vicki Ross Memorial Award | 1 |
| Department of Accounting & Information Systems | 8 |
| The Des Roche Memorial Award | 1 |
| Department of Marketing & International Business | 4 |
| Department of Organisation & Professional Development | 5 |
| The Clarissa Hegarty Memorial Award | 1 |

Special Merit Awards 2015 – School of Humanities

| | |
|--|----|
| Department of Applied Social Studies | 6 |
| Social Care Ireland Award | 1 |
| Department of Tourism & Hospitality | 10 |
| Fáilte Ireland Awards | 2 |
| Department of Sport, Leisure & Childhood Studies | 5 |
| Peer Assisted Learning & Supports (PALS) | 6 |

9. Big wins on the Sporting front and on the world stage took place at the weekend of 31 October 2015.
- At the 30th “Kilkenny Open” in O’Loughlin Gaels, **Conor Skehan** (Mechanical Engineering Year 3 student) won the Men’s Open Doubles and **Stephen Quinn** (Business Year 1 student) was Open Singles runner-up.
 - Laura O’Riordan**, Early Years Education Year 4 student competed in the deadlift squat and bench press at the “World Full Powerlifting Championships” in Sicily. Laura, Secretary of CIT Powerlifting Club, was placed 1st overall in the 55kgs category, with an impressive total of 305kgs for the three lifts.
10. Conferring of Degrees and Other Awards for the Faculty of Engineering & Science and CIT Crawford College of Art & Design took place in CIT Bishopstown Campus on 30 October 2015. There were four conferring sessions. 809 graduands from the Faculty of Engineering & Science and 181 from CIT CCAD obtained their parchments.
11. Conferring of Degrees and Other Awards for the Faculty of Business & Humanities took place on 2 November 2015. There were four conferring sessions and 1,433 graduands obtained their parchments.
12. At the Institute of Designers in Ireland Awards Ceremony which took place on 5 November 2015 in DIT Grangegorman, CIT Interior Architecture students picked up 4 awards.
- | | |
|------------------------|---|
| David Leahy | Highly Commended Interior Architecture & Design |
| Edward O’Mahony | Highly Commended Interior Architecture & Design |
| Edward O’Mahony | Highly Commended Ove Arup Award |
| Marek Serwatka | Highly Commended Universal Design |
- This is the first time CIT students have achieved 4 awards in the National Graduate Design Awards, building on award winners in 2012, 2013 and 2014.
13. Conferring of Degrees on students of CIT Cork School of Music and CIT/UCC/CAE (Cork Centre for Architectural Education) took place in CIT CSM on 5 November 2015. 54 graduands obtained their parchments from CIT CSM and 49 graduands from the CAE also obtained their parchments for the CIT/UCC joint awards in
- Master of Architecture
 - Bachelor of Science (Honours) in Architecture
14. **Dylan Smyth**, a recent graduate of the BSc (Hons) in Software Development programme, has won the second place prize in the global Institute of Electrical and Electronics Engineers Communications Society (IEEE COMSOC) student competition. Dylan submitted his final year project, which was placed ahead of entries from Imperial College London, John Hopkins University and many more internationally renowned universities. Dylan is currently a RÍSAM scholar and is undertaking a PhD in the Department of Computing under the supervision of Dr Donna O’Shea and Dr Seán McSweeney.
15. Recent CIT PhD graduand, **Ruth O’Donnell** was awarded a commemorative certificate by Minister for Education & Skills, Ms Jan O’Sullivan TD and Dr Pdraig Walsh, Chief Executive, QQI in recognition of her recently conferred PhD. A number of learners nationally were presented with commemorative certificates which represented the ten levels

(Level 1 – 10) at which QQI makes awards. Ruth was the Level 10 representative and CIT's sole recipient. This is the first awarding of such certificates by QQI.

16. The Annual Presentation of Institute Prizes (honouring our outstanding graduates of 2015) took place on 23 November 2015 at 7.00 pm in the Council Room, Administration Building. Seventeen graduates were presented by the President with the following awards:

| Title of Award | No. of Students |
|------------------------------------|-----------------|
| Best Honours Degree Student | 7 |
| Best Taught Masters Degree Student | 6 |
| Best Bachelor Degree Student | 3 |
| Best Overall Student | 1 |

17. On 27 November 2015, three CIT Interior Architecture students won top awards in a National Design Competition run by Orangebox Furniture. Orangebox design and manufacture contemporary office seating for the commercial environment.

The competition was conducted amongst most of the design colleges in Ireland with furniture, product, industrial designers and interiors taking part with more than 60 entries.

The following 4th year Interior Architecture students won the top prizes:

| | | | |
|------------------|---|--------------------------|---------|
| Winner | - | Jennifer O'Keeffe | Relay |
| Highly Commended | - | Owen Hyde | QuadPod |
| Highly Commended | - | James O'Driscoll | TeamPod |

18. The President attended the CIT Sports Scholarship Presentation Evening which took place at 6.30 pm on 1 December 2015 at the Oriel House Hotel, Ballincollig. The event saw 97 student athletes across 18 different sports presented with a prestigious sports scholarship. The guest speaker, Olympic bound Athlete, Michelle Finn, presented the Awards.

The Institute allocates sports scholarships to students who display a high level of achievement and are excellent ambassadors for CIT in their chosen sport. The standard and competition for scholarships is exceptionally high, with the scheme designed to help students reach their full potential, both in their sport, and also in their academic careers.

19. The 2016 IrelandSkills National Competition took place in CIT from 7 – 11 December 2015. This was a prestigious event for CIT and in particular for the Centre of Craft Studies. While the various crafts involved in the IrelandSkills National Competition are shared between CIT and DIT, this year CIT was proud to host competitions in nine skills areas as follows:

Automobile Technology, Carpentry, Construction Plant Fitting, Electrical Installation, Industrial Control, Joinery, Metal Fabrication, Plasterwork & Drywall Systems, Plumbing & Heating.

The 2016 IrelandSkills winners in the various skills were presented with trophies at an Awards Ceremony held on 11 December 2015. The Lord Mayor of Cork, Cllr Chris O'Leary, Ms Kathleen Lynch TD, Minister of State at the Department of Health with special responsibility for Primary Care, Social Care (Disabilities & Older People) and Mental Health, and the Mayor of the County of Cork, Cllr John Paul O'Shea attended the event.

20. Congratulations to **Tatiana Habruseva** on the award of a prestigious Marie Curie Fellowship to return to CIT as a postdoctoral fellow. This grant will give her €180k to work in CAPPA on Photonic Crystal Lasers for two years. Tatiana first came to Cork to do a PhD in CIT and was then awarded a first Marie Curie Fellowship to work at Aston University before being awarded a postdoctoral fellowship from the Irish Research Council. We are delighted to see the European Commission supporting her to come back to CIT.
21. The Spring Conferring of Degrees and Other Awards took place in the NMCI on 18 February 2016. There were two conferring ceremonies which included the annual conferrings of the National Maritime College of Ireland. A total of 101 graduands obtained their parchments which included three research Masters and two PhDs. The Conferring also featured the first PhD graduand from the Department of Tourism & Hospitality, **Dr Lisa Marie O'Riordan**.
22. **Kieran Ward**, a 2015 graduate of the BEng (Hons) in Structural Engineering, has won the Institution of Structural Engineers (Republic of Ireland region) Student Prize for the best Final Year Project in the subject area of Structural Engineering. Kieran deservedly came out on top in a strong field of entrants from DIT, TCD, UCC, UCD and UL. His

win was announced at the annual dinner of the Institution in the Grand Hall at Trinity College Dublin on Friday 19 February 2016.

The success is remarkable for CIT and the Department in that graduates of the BEng (Hons) in Structural Engineering programme have now achieved success in this competition in three of the last five years. This consistent performance of the graduates is testament to the quality of student and lecturer work which is ongoing in the Department and it is reflective of a foundation which continues to provide a remarkable record of employment for graduates of the programme.

23. **Kevin Jansson**, who has been a piano student of Mary Beattie since the age of six at the CIT CSM, was announced on 22 February 2016 as the joint winner of the Prix Thierry Scherz at the Sommets Musicaux de Gstaad Festival which took place in Switzerland earlier in February. Kevin was one of eight international performers invited by German pianist Joseph Moog to perform piano recitals to compete for this award. At 15 years old he was the youngest participant with many of the others already pursuing professional careers as performers. The prize gives Kevin the opportunity to record a debut solo piano CD which will be produced and promoted by the Swiss record label Claves.
24. The President and Chairman of Governing Body presented the CIT RÍSAM Scholarships 2016 at a ceremony on 29 February 2016 at 7.00 pm in the Council Room. The RÍSAM initiative was developed by the School of Graduate Studies to expand CIT's commitment to PhD education and to support research. The RÍSAM PhD Scholarships are part of CIT's strategic investment in the future of this country, for our future depends on having the best research graduates who will attract and sustain new and existing high tech, as well as creative arts and design companies, here in Ireland. The scholarships represent an investment of half a million euro over three years and the successful research projects will be carried out in CIT and also with external collaborators including Teagasc, Tyndall National Institute, Darmstadt Technological University (Germany), and the National Centre for Biotechnology in Madrid (Spain).

The following were awarded PhD Scholarships:

| Full Scholarship | | |
|------------------|-------------------------|---|
| No. | Recipient | Department |
| 1 | Katherine Hayes | Biological Sciences |
| 2 | Ken Graham | Biological Sciences |
| 3 | David Lynch | Biological Sciences |
| 4 | Lisa Bolger | Biological Sciences |
| 5 | Ciara-Ruth Kenny | Biological Sciences |
| 6 | Shauna Keane | Biological Sciences |
| 7 | Colin Levis | Electrical & Electronic Engineering |
| 8 | Dylan Smyth | Electrical & Electronic Engineering |
| 9 | Sharon Butler | Physical Sciences |
| 10 | Marta Carracedo | Process, Energy & Transport Engineering |

25. On 2 March 2016 it was announced that **Vincent Forde** was the winner of the Accenture Leaders of Tomorrow 2016 Competition Finals. Vincent, a Third Year Mechanical Engineering student and participant in CIT's Student Inc Summer 2015, was shortlisted as one of just 6 finalists, having previously been shortlisted to 18 semi-finalists from 143 national and international entries. Vincent presented his project on improving patient safety in the clinical environment in this highly prestigious competition, which is open to undergraduate and postgraduate student and recent graduates.

26. Following a rigorous interview process, a team comprising final year BEng (Hons) in Structural Engineering students (**Alan Hayes, Anna Pietrzak and Brian Byrd**) won the 2016 HSA's Occupational Safety and Health in Construction competition on 8 March 2016. The final took place at the Head Office of the HSA in Dublin.
27. Wonderful news was received on 30 March 2016, CIT CCAD graduate, **Gentian Lulanaj's** painting was selected for a prestigious exhibition at the National Portrait Gallery for the BP Portrait Award from 23 June – 4 September 2016. The exhibition will go on tour to the Usher Gallery in Lincoln (12 September – 13 November 2016), the Scottish National Portrait Gallery, Edinburgh (late November – late March 2017), and the New Walk Museum & Art Gallery, Leicester (8/9 April – 11 June 2017).

The BP Portrait Award is the most prestigious portrait painting competition in the world and represents the very best in contemporary portrait painting. A total of 2,557 entries from 80 countries entered the competition, 439 went on to be judged at Trinity Buoy Wharf. It was here that the judges selected the final 53 for exhibition. BP continues to sponsor the Travel Award which will enable an artist to work for an agreed period of time in Britain or further afield.

28. The Professional achievements of **Brendan O'Regan**, Founder and Executive Chairman of Zenith Technologies have recently been recognised by the Faculty of Engineering & Science in CIT. He received the Faculty's STEM Graduate Achievement Award. These awards are presented to graduates whose work in science, technology, engineering or mathematics (STEM) has made a significant contribution in a profession and/or societal context. Brendan has made a huge contribution to STEM development in the Cork region, leading developments which provide high quality and international opportunities for STEM graduates.

Brendan was amongst the first graduates of CIT's Instrument Physics degree programme and went on to graduate from the Stanford School of Business.

29. **Clodhna Sargent**, PhD student in Biological Sciences became the third Irish woman and the first from Munster to win her 200th Irish hockey cap playing Korea in New Zealand. This is an amazing achievement.
30. **CIT Sailing Club** competed and won the IUSA Student Yachting Nationals at Howth Yacht Club, Dublin. This is the first time CIT have claimed victory at this event in five years. They have earned the title "IUSA National Yachting Champions" and qualify to represent Ireland in the Student Yachting World Championships in La Rochelle, France in October 2016.
31. At the BICS National Societies Awards which took place on 14 April 2016 in The Radisson Blu Hotel, Limerick, 3rd year Computing student **Martin Crowley** was awarded "Best Individual" in a small college. Martin has contributed a huge amount of voluntary time in organising many activities for the benefit of other students. He is deserving of the national recognition, continuing to inspire other students to engage and make the most of the student learning experience.

The purpose of the BICS National Awards is to recognise the huge effort made by many individuals who run societies across Ireland. The Awards are a means of recognising this dedication and are an opportunity to celebrate the importance and value that societies contribute to college life.

32. Congratulations to the **CIT Athletics Team** that competed with distinction on 15 and 16 April 2016 at the IUAA Inter Varsity Track & Field Championships with took place in The Morton Stadium, Dublin. The team took 6 medals back to Cork.

| | |
|--------|---|
| Gold | Andrea Bickerdike - Ladies 1500 mtrs |
| Silver | Jessica Neville - Ladies 400 mtrs Hurdles |
| Bronze | Denise Byrne – Javelin |
| Bronze | Thomas Houlihan – Pole Vault |
| Bronze | T J Hogan - 3Km Race Walk |
| Bronze | 4 x 400 mtrs Ladies (Jessica Neville, Jayne Pennefather, Rachel O'Shea, Andrea Bickerdike) |

The team of 33 athletes finished 7th overall out of 23 Universities and Institutes.

33. On 21 April 2016, the Students' Union held the Annual Union Council Awards at which Class Representatives were presented with Certificates of Merit in recognition of their voluntary contribution to campus life by Dr Barry O'Connor, Registrar & Vice President for Academic Affairs and Dr Dan Collins, Academic Administration & Student Affairs Manager. The SU Sabbatical Officers presented six Class Representatives, who had been nominated by their class members, with awards in recognition of their "Outstanding Voluntary Contribution" throughout the academic year. The award recipients were:

- David Buckley
- Matt Donovan
- Gemma Harris
- Kathryn Stoye
- Wilhelmina van der Bent
- Fiona Walsh

34. On 26 April 2016, the CIT Sports Awards 2016 took place in the Common Room, Student Centre, Bishopstown Campus at 5.15 pm. The annual awards were presented by Dr Barry O'Connor, Registrar & Vice President for Academic Affairs and Dr Dan Collins, Academic Administration & Student Affairs Manager. This event provides the ideal opportunity for the Institute to recognise students who have excelled in their chosen sport throughout the past academic year. The awards are based on outstanding achievements in their sport and/or the administration of clubs within the Institute. Awards were presented as follows:

CIT Sports Awards Recipients 2016

12 Individual Award Winners

| No. | Name | Course | Sporting Achievements |
|-----|--------------------------------------|--|---|
| 1. | Roy Downey (Basketball) | Business Studies Year 2 | Represented Irish Seniors at the Sino Championships last summer Youngest member of Irish Team Hibernia in the Euro Cup this year Blue Demons Cup League Champions this year |
| 2. | Steven Quinn (Racquetball) | Business Studies Year 1 | Winning the All-Ireland Intervarsities open division this year Captain of the Irish squad that competed in the World Junior Championships this year Number 3 ranked senior player in Ireland, and on the Irish senior panel to compete in the forthcoming World Championships |
| 3. | Timmy Ryan (Rock Climbing) | Sustainable Energy Year 4 | Committee member of the CIT Rock Climbing during his four years 1 st in the bouldering competition at the Mardyke Arena this year Pivotal member of the organising committee that hosted the Rock Climbing Intervarsities 2015 |
| 4. | Ken Sheehan (Karate) | Chemical & Biopharmaceutical Engineering Year 4 | Won gold at team kumite & gold in kata at Intervarsities 2015 Won gold in team kata at Intervarsities 2016 Secretary of CIT Club 2014/15 and 2015/16 |
| 5. | Amy Waters (Basketball) | Early Years Education Year 2 | Top scorer for CIT, averaging 18 points per game College All-Star at Intervarsities 2015 and has been selected for the Irish Colleges Select team 2016 Recently selected to the Irish Senior Panel |

| | | | |
|-----|---|--|---|
| 6. | Pearse O'Flynn (Sailing) | Business Information Systems Year 4 | Chairman of the CIT Sailing Club for the past three years and led the hosting of numerous events Pivotal member of CIT team that were 2 nd in both the Easterns and Intervarsities 2016 1 st in National University Match Racing Championships 2015 |
| 7. | Vladimir Belujsky (Boxing) | Business Management Year 2 | Represented CIT in Portugal at a Fight Invitational this year Six times county champion, Munster Champion & All-Ireland silver medallist Irish international representative against England & New York |
| 8. | Thomas Houlihan (Athletics) | MEng in Structural Engineering | Five times intervarsity champion in the pole vault Current indoor & outdoor champion Won eight indoor championships in 2015 |
| 9. | Gemma O'Mahony (Basketball) | Biomedical Engineering Year 3 | All-Ireland League finalists 2016 Intervarsity A Finalists 2015 Irish Colleges team 2014 |
| 10. | Liam Treacy (Powerlifting) | Mechanical Engineering Year 1 | 1 st in 82.5 kgs at the Intervarsities 1 st in the IDFPA National Single Lifts Selected to represent Ireland at the World Single Lifts in June |
| 11. | Julian Dale (Hockey) | Recreation & Leisure Year 1 | Selected on Irish University Hockey team Winners of the Intervarsity Plate, top goal scorer with 12 goals from 5 matches Irish U'18s co-captain |
| 12. | Andrea Bickerdike (Athletics) | MSc by Research Year 1 | All-Ireland Intervarsity Champion 1500 mtrs (Outdoor Championships) 2 nd All-Ireland Intervarsity 800 mtrs (Indoor Championships) 3 rd All-Ireland Intervarsity 4 x 400 mtrs relay team (Outdoor Championships) |

"Fresher of the Year" Award

| | | | |
|----|---------------------|------------------------------|---|
| 1. | Conor Prunty | Common Engineering Year 1 | Member of Waterford U21 hurling & football teams, and Waterford Senior football team All-Ireland Division 1 Freshers Champions Winner of a senior football championship medal with his club this year |
|----|---------------------|------------------------------|---|

“Rísam Uile” Awards x 2

| | | |
|----|-------------------------|--|
| 1. | Sailing Club | National Student Yachting Champions Qualified to represent CIT & Ireland at the World Championships in France in November IUSA “Club of the Year” 2 nd at both the Easterns and the Intervarsities 4 th at the Match Racing Nationals Hosted a number of events throughout the year |
| 2. | Racquetball Club | All-Ireland Intervarsity Champions 2016 Munster Intervarsity Champions 2016 To date four National Competitions, won 4 open doubles titles, 1 gold, 2 silver, and 3 bronze in singles Two members selected for Irish Senior panel for the forthcoming World Championships |

“Club of the Year” Award

| | | |
|----|---------------------|---|
| 1. | Camogie Club | Purcell Cup Champions All-Ireland Division 2 winners Great sense of comradeship and team spirit |
|----|---------------------|---|

“Achievement Award” x 10 for Irish Colleges Selection

| | | |
|-----|--------------------------|------------|
| 1. | Danny O’Connell | Soccer |
| 2. | Eoin McGreevy | Soccer |
| 3. | Vladimir Belujsky | Boxing |
| 4. | Cathal Keane | Boxing |
| 5. | Roy Downey | Basketball |
| 6. | Aoife Dineen | Basketball |
| 7. | Lauren Falvey | Basketball |
| 8. | Julian Dale | Hockey |
| 9. | Linda Bolger | Camogie |
| 10. | Amy Lee | Camogie |

“International Achievement Award” for Rio Olympics selection

| | | |
|----|-----------------------|--------------------|
| 1. | Gary O’Donovan | Marketing (Year 4) |
|----|-----------------------|--------------------|

35. On 27 April 2016, **Caoimhe Lynch**, a 2015 graduate of the BSc (Hons) in Biomedical Science, won The Academy of Clinical Science and Laboratory Medicine President’s Prize (ACSLM) award for the best Final Year Research Project in the field of Biomedical Science at a ceremony in the RDS Dublin. She was one of six students selected nationally to compete for the President’s Prize. Caoimhe presented the findings of her Final Year Project entitled “Epidemiological Analysis of Vancomycin Resistant Enterococci in an Acute Irish Hospital” in front of a packed audience. Winning this award put Caoimhe in first place for undergraduate research among the 100 biomedical science students of her year

between DIT, GMIT and CIT/UCC, and she will compete for Ireland at the European Association for Professions in Biomedical Science International Conference in Athens, in October 2016.

36. The President opened the 30th annual Cork Mechanical, Manufacturing and Biomedical Engineering Exhibition, organised by the School of Mechanical, Electrical & Process Engineering of CIT on 28 April 2016 at 7.15 pm in the Nexus Hall, Student Centre, Bishopstown Campus. This exhibition serves as the primary showcase for undergraduate and postgraduate engineering and multidisciplinary student projects, industrial research projects and industrial training facilities within the School and Institute. Growing from a level of circa 11 stands in 1987 to over 200 stands in 2016, the annual Cork exhibition has achieved the status of the largest and most comprehensive educational engineering exhibition in Ireland and Europe. This year's exhibition title was "30 Years a Growing".

Prior to the launch of the Exhibition, the following outstanding achievement awards were presented in The Gallery, Student Centre:

Presentation of CIT Awards by the President

| No. | Award Title | Recipient | |
|-----|--|---|---|
| 1. | Presentation of the 2016 Tim Sexton Memorial Award | <p>Damien Dennehy BEng (Hons) in Mechanical Engineering</p> <p>CIT Bachelor of Engineering in Mechanical Engineering Degree Graduate</p> <p>The Chartered Institution of Water and Environment Management</p> <p>AECOM Student Environmental National Award Winner Sligo 2015</p> <p>Engineers Ireland Innovative Student Engineer of the Year National Finalist</p> | "Design and Development of an Automatic Flood Barrier", Self-Conceived Project and Product |
| 2. | | <p>Michael Harrington BEng (Hons) in Mechanical Engineering</p> <p>CIT Bachelor of Engineering in Mechanical Engineering Degree Graduate</p> <p>MEETA – Maintenance and Asset Managers Association</p> <p>National Student Certificate of Excellence Award Dublin 2015</p> | "Design and Development of a Fast Scan System" in conjunction with EMC |
| 3. | Presentation of the 2016 Richard Hale Memorial Award | <p>Kevin Condon BEng (Hons) in Biomedical Engineering</p> <p>CIT Bachelor of Engineering in Biomedical Engineering Degree Graduate</p> <p>MEETA – Maintenance and Asset Managers Association</p> <p>National Student Certificate of Excellence Award Dublin 2015</p> | "Preventive Maintenance Optimisation of Split Mold Stent Security Machine" in conjunction with Abbott Ireland |

Presentation of the MSD Ireland Medal for Best Chemical and Biopharmaceutical Research Project by Mr Dermot O'Brien, Director of Process Development & Commercialisation, MSD Ireland

| | | |
|----|---------------------|---|
| 1. | Sarang Joshi | CIT Bachelor of Engineering (Hons) in Chemical and Biopharmaceutical Engineering (2015) |
|----|---------------------|---|

Presentation of the Inaugural PM Group Medal for Best Chemical and Biopharmaceutical Design Project by Mr Paul O'Leary, Engineering Manager, PM Group

| | | |
|----|------------------------|---|
| 1. | Roisín Kelleher | CIT Bachelor of Engineering (Hons) in Chemical and Biopharmaceutical Engineering (2015) |
|----|------------------------|---|

Presentation of the Inaugural Em3 Medal for Best Sustainable Energy Engineering Final Year Project by Mr David Cotterell, Projects Manager, Energy Metrics Monitoring & Management Ltd.

| | | |
|----|----------------------|---|
| 1. | Shane Merritt | CIT Bachelor of Engineering (Hons) in Sustainable Energy Engineering (2015) |
|----|----------------------|---|

37. The IBM Extreme Blue Internship programme is open to all Computer Science graduates in Ireland and operates each year in Dublin and Cork. Last year, CIT Computing students took three out of the five available places in Cork, this year they took all five. This is a major achievement and a recognition of the student talent we have in our Institute. The successful students are:

- **Dylan Smith**, PhD student, Department of Computing
- **Richard Costello**, BSc (Hons) in Software Development & Computer Networking
- **Michael Healy**, BSc (Hons) in Software Development & Computer Networking
- **Martin O'Driscoll**, BSc (Hons) in Software Development
- **Sabina Czernecka**, HDip in Cloud & Mobile Software Development

Guided by IBM's technical experts, the interns will go through a challenging process of innovation and creativity to develop their ideas into an end solution. At the end of the internship, they will take part in a regional Expo where they will get the opportunity to present and demonstrate their solutions to IBM's leaders, clients and the other Extreme Blue interns.

38. CIT graduate (BSc in Nautical Science), **Catriona Dowling** was awarded with a STEM Graduate Achievement Award by CIT's Faculty of Engineering and Science at the NMCI in April 2016. These awards aim to give recognition to those who have made a significant contribution to science, technology, engineering or mathematic based fields (STEM).

Catriona is the Harbour Master of Warrenpoint Harbour, Northern Ireland's second commercial port. In conjunction with her sea-going experience, senior managerial experience, and an MSc in Shipping Operation, she has developed a very impressive skillset within the maritime industry.

39. **Damien Dennehy**, BEng (Hons) in Mechanical Engineering, CIT's first ever finalist in the Universal Design Grand Challenge Award Competition Finals, won two major design awards for his project titled "Advanced Hydro Systems – the Automated Flood Defence Barrier".

The Award Ceremony took place at the National Science Gallery, Dublin on Thursday 26 May 2016. Damien's Awards were

1. Enterprise Ireland "Universal Design Commercialisation Award" – Commercial Case Feasibility Grant Funding of up to €15,000.
2. Judges Choice Award "Universal Design Grand Challenge Award" – Travelling Perpetual Trophy - €1,000 in prize money (split for School and Student).

Following first-hand personal experience of recent urban major flooding events, Damien undertook the development of a novel pre-installed self-deploying flood defence barrier to automatically detect and prevent flood water ingress through a standard doorway aperture.

40. The President attended the Student Sport Ireland Leadership Award Presentation to **Pearse O'Flynn**, 4th year Business Information Systems student who won the "Student Sport Ireland Leadership Award" which was presented to him on Wednesday 8 June 2016 by Mr Ciarán Ó hIarnáin, Development Manager Student Sport Ireland, in CIT.

Student Support Ireland is the Governing Body of Third Level Sport in Ireland whose mission is to promote and develop third level sport. This is a most prestigious award and the only Leadership Award awarded annually by SSI. CIT is thrilled and very proud that its student has been chosen as the top student in Ireland.

Pearse has been instrumental in the growth of CIT Sailing Club and his leadership and commitment have greatly assisted in their achievements not alone this year but over the past four years. He is to be highly commended for his efforts which have certainly put CIT Sailing Club on the map. His work ethic and love of sailing is inspirational.

41. Following Stage 2 Adjudication, 4 CIT Projects have been named in the Top 10 National Shortlist (from over 470 entries) for the Enterprise Ireland Student Entrepreneur Awards 2016 National Finals which took place in Limerick on 8 and 9 June 2016. The shortlisting of 4 projects from one College is unprecedented and quite a remarkable achievement by any standards for the Institute.

Great news was received on 9 June 2016. CIT scooped the top prize and three High Achieving Merits Awards. The following awards were presented:

| No. | Project | Student/Student Teams | Award |
|-----|---------------------------------|---|---|
| 1. | Gasgon Medical | Vincent Forde | Overall Winner - €10,000 prize and title "College Entrepreneur of the Year 2016" |
| 2. | Hydrofloclean (H-Flo) | Arran Coughlan, Kelly Lane, George O'Rourke, Shane O'Driscoll, Jason Shorten, John Harrington and Gerard O'Connell | Cruickshank Intellectual Property Attorneys Exceptional Business Idea – High Achieving Merit Award - €5,000 |
| 3. | Recovery Solutions Leader (RSL) | Tim Walley, Conor O'Brien, Jerry Crowley, Daniella Barrett, Aidan Lawless, David Cullinane, Tahamina Akter and Vincent Lotti | Grant Thornton Emerging Business Award - €5,000 |
| 4. | Steady Life | John Morrissey, Eoin Kelly, Katie Galvin, Neil Walsh, Piotr Kasztelan, Ryan Sebastian and Michelle Kehoe | Intel ICT Award - €5,000 |

42. At the invitation of Enterprise Ireland, CIT graduate, **Myles Murray**, CEO, PMD Solutions was the Centrepiece Motivational Speaker at the prestigious National Finals of the Student Entrepreneur Awards 2016 in Limerick on 9 June 2016. Just four years since graduation, Myles has achieved the following:

- 22 employed
- €4.2m funding

43. The Summer Conferring of Degrees and Other Awards took place in the NMCI on 20 June 2016 at 11.00 am. The following students were conferred:

- 82 NMCI Graduands
- 1 Master of Arts graduand from the Department of the Arts in Health & Community Practice
- 1 Master of Business graduand from the Department of Management & Enterprise
- 1 Master of Science graduand from the Department of Computing
- 1 Master of Science graduand from the Department of Biological Sciences
- 1 Doctor of Philosophy graduand from the Department of Biological Sciences
- 1 Doctor of Philosophy graduand from the Department of Electrical & Electronic Engineering

44. CIT offered its congratulations to West Cork Brothers, **Gary and Paul O'Donovan** on their achievement of a silver medal in the lightweight men's double sculls at the Rio 2016 Olympic Games. To participate in the Olympic Games is itself a great honour and achievement and to win an Olympic Medal is an exceptional accomplishment. Gary has just completed an Honours Degree in Business at CIT. Earlier this year, he was presented with CIT's International Achievement Award at the CIT Annual Sports Awards Ceremony. Gary and Paul have represented Ireland since 2008 and currently are winners of 9 national championships.

3.12 Student Ombudsman

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

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

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

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

Appointment of Student Ombudsman

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

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

3.13 Access Report

CIT Access Service is committed to widening participation, increasing access and supporting positive educational outcomes for under-represented groups. The Access Service provides a range of supports for student groups who are under-represented at third level. The Service supports

- students with disabilities;
- mature students;
- students who experience socio-economic disadvantage;
- members of minority ethnic groups.

At post entry level the Access Service provides a wide range of supports that enhance the academic experience and learning outcomes of the students who engage with the Service. Supports include: personal; academic; and financial supports.

In delivering on the annual activity, the CIT Access Service relies heavily on the support and collaboration of internal departments and offices.

The CIT Access Service Mission Statement & Values 2014-17

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

National Access Plan

In December 2015, the third National Plan for Equity of Access to Higher Education was launched by the HEA. Equity of Access to higher education has been identified as a core national objective for the HE system in the *Higher Education System Performance Framework 2014-16*.

The plan indicates that equality of opportunity to higher education is a 'national priority' and that **access is now 'everyone's business'**. The vision for the National Plan for Equity of Access to HE is to '*ensure that the student body entering, participating in, and completing higher education at all levels reflects the diversity and social mix of Ireland's population.*' The plan sets out goals, objectives and targets for all higher education institutions and institute strategic plans must fully reflect these.

Cork as a UNESCO Learning City

In 2015 Cork was chosen by UNESCO as one city of only 12 worldwide to serve as a case study for its new Global Network of Learning Cities (GNLC). It joins Cork's twin city Swansea in Wales and Espoo, Finland's second city, in representing Europe on GNLC. This came about because Cork has been a pioneer in organising a festival devoted to Lifelong Learning – the first in Ireland, and the only one of its kind in Europe. CIT has been involved by financially supporting and assisting in organising this festival since its inception. CIT is represented by the Access Officer on the Festival Committee. The Access Officer also represents CIT on the Growing Learning Cities in Cork initiative.

On the 28th April 2015, Cork City Council voted to adopt the UNESCO Beijing Declaration on Building Learning Cities; Lifelong Learning for All: Promoting Inclusion, Prosperity and Sustainability in Cities – the first and so far, the only city in Ireland to do so.

In late 2015, Cork received a special recognition award by UNESCO. This Recognition Award is of huge significance to Cork and is a great honour and privilege for the city.

In June 2015 the President of CIT signed a Memo of Understanding with the President of UCC, CEO of Cork Education Training Board (ETB), and the Lord Mayor of Cork, to formally give a commitment to Lifelong Learning in Cork and to advance the UNESCO Lifelong Learning City agenda. All believe there are significant benefits in collaborating in the development of Cork as a learning city. With this Memo of Understanding CIT has committed to advancing aspirations on Learning for all; Promoting Inclusion; Prosperity and Sustainability.

CIT gave a commitment to work with colleagues in the community, private, public and voluntary sectors to ensure that Cork achieves the goal of obtaining UNESCO Learning City status.

“Having signed a Memo of Understanding in June, key stakeholders, including CIT, have committed to advancing aspirations on Learning for all; Promoting Inclusion; Prosperity and Sustainability. Today we have moved this agenda forward and UNESCO are formally recognising our progress. This is a great achievement for the City. We, in CIT, look forward to working with our colleagues in the community, private and public sectors to ensure that Cork becomes a UNESCO Learning City.”
Dr Brendan Murphy, President, CIT – December 2015

Access – The Student Voice

On Wednesday, 13th April 2016, during Cork’s Lifelong Learning Festival, CIT launched a new publication called ‘Access – the Student Voice’. This publication highlights the personal stories of 12 students and graduates who have been supported by the CIT Access Service.

College Awareness Week Award

CIT Access Service received an Award from the organisers of the Nationwide Campaign College Awareness Week, which was held in November 2015. The Service received the award for organising multiple events to encourage under-represented groups to progress to third-level.

Linked Schools Programme

The Access Service Linked Schools Programme works in partnership with school staff, local communities, CIT staff and students from primary and second-level schools to support greater participation by students who experience socio-economically disadvantage in higher education. The CIT Access Service works with 22 second level schools in the City and County.

CIT Access Service annually provides a range of programmes and supports for second-level Linked Schools in Cork. The Access Service supports students who experience socio-economic disadvantage in applying to higher education through a comprehensive programme of initiatives for schools and communities under the Linked Schools Programme. The programme aims to:

- Facilitate access to higher education for students who experience socio-economically disadvantage incorporating ethnic minority students through higher education access entry routes;
- Facilitate access to entry routes into CIT;
- Provide a range of post-entry supports for students to aid their transition into third level education.

Engagement with Parents/Guardians

“In my experience as a Home School Community Liaison Coordinator, there is a dearth of information among parents in Delivering Equality of Opportunity in Schools (DEIS) schools about the options for children at third level and many do not consider third level education as a realistic option for their children. In general, parents lack information on the process involved in securing a place in a third level institution including the points system, the availability of grants and supports for children from DEIS areas while they are attending College.”

Dorothy Keane, Home School Community Liaison Officer

“As a parent, I understand my child's anxiety about being open about their disability; how being judged affects their self-esteem, and the apprehension they feel, when admitting their issue at school meant being equated and delegated as being under par academically, so having listened to Jamie Googan, I left the event feeling positive, encouraged and relieved. The prospect of my son now attending college and thriving there, seems like a realistic possibility.”

Parent attending the Transitions Talk for Parents

The CIT Access Service recognises the important role that parents have in influencing their children's futures. Research carried out in 2016 by the Access Service, confirms this. Many of the findings from our research mirror national research, such as the importance of parental support and guidance. McCoy et al (2014) found that students predominantly called on their guidance counsellor (83%) for advice and support, followed by mothers (73%) and fathers (61%). Friends and other teachers were mentioned as sources of advice by almost half of the group. In the CIT study, the same top four influencers and advisors were identified, however, not in the same order. Most CIT students indicated that mothers were the main source of advice and support. The next highest was fathers, followed closely by Guidance Counsellors. A number of students indicated the importance and significance of teachers in an advisory cap.

New Programme for Schools - 'Pick your Brain' Study Skills Session

At the start of the academic year the Study Skills Workshops for Junior Certificate and Leaving Certificate students and their parents were revised. Those engaging in interactive sessions focused on why we need to study, how to study, health and nutrition (delivered by Dr Aoife McCarthy, CIT Department of Biological Sciences), mindfulness, and practical set up tips. This format was very well received. The first session was delivered in November to 78 Leaving Certificate students. The session was also delivered in schools by request to exam years (99 students). The session was amended and delivered also to parents' groups of exam year students (55 parents).

Traveller Education

CIT Access continued to work on the Interagency Traveller Education group which financially supported 5 schools in Cork to provide mentors to the traveller students in the school.

During the year, Mr TJ Hogan, second year student on the Community Development Programme in CIT and member of the Traveller Community, offered to visit our Linked Schools to link with young traveller children to encourage them to stay in school and consider third level. He worked with young boys weekly promoting the value and importance of education. He is a fantastic role model for young people in his community and is an inspiration to all. In June 2016, TJ Hogan's work on this project and other youth initiatives he is involved in, was recognised nationally and he was awarded one of 7 awards at the Traveller Pride Awards in Dublin.

Ms. Leanne McDonagh, graduate of CIT CCAD, artist, teacher and member of the traveller community also worked with the Access Service in engaging young traveller students from Linked Schools, using the medium of art. Leanne's achievements were formally recognised at the European Access Network Conference by being presented with an Access Alumni Award.

Mature Students Programme

CIT strongly encourages applications from mature candidates and is continually developing wider entry routes in order to increase participation of adult learners.

Significant changes at national level in relation to financial support for adult learners who study full- time and an increase in employment figures, have had a serious impact on the work that we do.

CIT Heads of Department in recent years have made significant efforts to increase the number of mature students. There are so many external factors impacting on mature study entry today. Despite a substantial number of applications from mature students, the number of acceptances for courses can be low relative to this. There is anecdotal evidence to suggest that offers of programmes from other institutions impacts on acceptance levels. Also increased job opportunities and the lack of financial support have had a negative impact on CIT achieving the national targets that have been set for mature learners. e.g. by 1st February 2016, 134 mature applicants applied for CR031, BA in Social Care. Fifty-eight applicants were shortlisted and called for interview and 21 attended for interview. At each stage in the admission process prospective students are lost, from application through to Interview, Offers, Acceptances, and ultimately Registration.

During the consultation phase of the National Plan for Equity of Access to Higher Education, the CIT submission did put forward that institutions would not be financially penalised for a decline in mature student enrolments. The decline in mature student entry is a national trend affecting all institutions. This trend does not reflect the continuous and incremental work being undertaken by Access Services in increasing access for prospective mature students. Allocating funding on the basis of unrealistic targets set against a backdrop of a changing economic climate is problematic. The substantive work that continues to be undertaken by the CIT Access Office on widening participation for this cohort of students continues to deserve recognition.

Further Education Links and Outreach

Strong links have been forged with Further Education (FE) providers in the Cork and Munster region. The Mature Student Officer, supported at times by the Access Officer, engages in many external outreach initiatives to engage with prospective mature students. The Mature Student Officer has been continuously developing links with further education providers and has engaged with the highest number of providers in 2015-16 to date. Promotional visits to the further education colleges and community organisations and education and training events resulted in more than 557 prospective students being met.

Disability

The Disability Support Service (DSS) continues to support full-time and part-time students across all CIT campuses. Continuing the trend of previous years, there have been increased numbers registering with the DSS with 643 students in 2015/16.

Current DSS students

125 students attended the early Orientation days in August and there were 234 new 2015/16 Disability Support Service Registrations including apprentices, of which there were 181 full-time first years - 9.15% of new entrants. Respondents to 2015-16 HEA Equal Access Survey confirmed that 276 (14%) of 1976 new full-time entrants identified as students with disability.

There has been an increase in students registering with the Autism Spectrum Disorder and Developmental Coordination Disorder this year and this should inform the development of supports provided by the DSS. Other Disability Advisors Working Network (DAWN) institutions have reported a rise in students with Autism Spectrum Disorder and Mental Health difficulties registering with them and the Association for Higher Education Access and Disability (AHEAD) participation rates for 2014/15 also confirm this.

Financial Support

The main source of financial support available to students outside of the national Student Universal Support Ireland (SUSI) scheme is the European Social Fund (ESF) Student Assistance Fund. The Student Assistance Fund provides financial assistance for full-time students who are experiencing financial difficulties whilst attending college. Students can apply for Student Assistance to help them with either temporary or ongoing financial difficulties. The fund allocated annually by the HEA is 50% allocated on the basis of FTEs and 50% on the basis of the number of students in the institution from target socio-economic groups (SEGs), as collected through Equal Access data collection. In 2015-16 our initial SAF allocation was €281,805. This was a reduction from previous years. As in 2014-15, a top up during the academic year was not received, it was expected that this allocation was the entire budget for the year. In January 2016, an unexpected second allocation was given of €66,680.



CIT BLACKROCK CASTLE OBSERVATORY

4. Research, Innovation and Entrepreneurship, External Engagement, Alumni Engagement, and International and EU Activities

Cork Institute of Technology

- 4.1 Research
- 4.2 Research Publications
- 4.3 Innovation and Entrepreneurship
- 4.4 External Engagement
- 4.5 Alumni Engagement
- 4.6 International and EU Activities

4.1 Research

CIT's research performance continued to be strong for the academic year 2015/16. The Sunday Times specifically mentioned the quality of CIT's research in their decision to select CIT as IoT of the Year for 2016. In particular they referenced the number of citations (highest in the sector) and 12% increase in the number of PhD's, despite a national downturn in PhD numbers, along with the income per academic from research funding. A full list of publications is included elsewhere, with an indicative summary also provided below:

| Metric | Reported Number |
|---|-----------------|
| Research Funding Projects awarded (National) | 100 |
| Research Funding Projects awarded (EU/Intl) | 9 |
| Research projects with substantial industry involvement awarded | 37 |
| Journal Publications (peer reviewed) | 100 |
| Journal Publications (other) | 41 |
| Conference Publications (peer reviewed) | 44 |
| Conference Publications (other) | 79 |
| Newspaper articles, book reviews | 13 |
| Invited presentations | 9 |
| Seminars, colloquia hosted | 5 |
| Outreach events involving public | 20 |
| International Research visits | 1 |

Research Entity Designation

A formal process of designation – for both Research GROUPS and CENTRES – has been instigated in CIT as part of the Researcher Career Framework. During the academic year 2015/2016, over 25 meetings were held by the Research Office with applicant research entities. The discussions were very constructive, and it was evident that the smaller groups, in particular, saw many advantages in the process as it had the potential to increase their visibility and also encourage a broad discussion of their strategy within their groups and across the faculties and colleges.

PRTL I V Completion

December 2015 saw the completion of the Programme for Research in Third-Level Institution (PRTL I) V programme. PRTL I V may be recognised for establishing the CREATE building and the Ed4Life Structured PhD programme which played a central role in the development of CIT's Rules and Regulations for Structured PhDs.

Research Integrity

With support from colleagues, the Research Office completed a survey on the (non-financial) risk of research activity to Science Foundation Ireland (SFI). The survey was catalysed by the National Research Integrity Statement. Research Integrity, which differs from Research Ethics in many aspects (e.g. it deals with the quality of research methodology, the accuracy/reliability of research data, the level at which conclusions can be made of data, falsifying data, appropriate acknowledgement, etc.) is of increasing importance to many HEIs and research performing organisations including CIT.

European Student Parliament (EUSP)

The second European Student Parliament (EUSP) was held on 20-22nd January 2016. EUSP involved 80 students (16-17 years old) debating scientific matters from the perspective of developing research-informed policy, with the final parliamentary session being held in the City Hall. The event was coordinated through the Research Office.

Significant Recognition/Awards

- A poster titled "Carrier escape processes in InAs quantum dash structures emitting at 1300 nm" (K. Komolibus, S. Joshi, K. Gradkowski, T. J. Ochalski, F. Lelarge and G. Huyet) won 1st prize, Postgraduate Student Poster Competition 2015, Photonics Ireland 2015
- Thomas Butler (CAPP) won 1st prize in the poster competition at the IEEE Photonics Conference in Reston Virginia in October and presented two talks during the same session at the conference (an extremely rare occurrence). (See <http://www.ipc-ieee.org/program/IEEE-Photonics-Conference-Student-and-Young-Professionals-Poster-Competition>)
- Dr Roy Sleator was elected a Fellow of The Royal Society of Biology (FRSB) with Chartered Biologist status (CBiol.).
- Dr Roy Sleator was named Society for Applied Microbiology Communications Award winner, 2015. This is an international prize awarded annually to two individuals (one scientist, one professional communicator) who have made an outstanding contribution to science communication to the general public.
- RÍSAM scholar Robert Ahern, supervised by Dr Roy Sleator and Dr Aisling O'Driscoll, was awarded an Amazon Web Service (AWS) research grant. AWS is the world's leading cloud computing provider, and this is part of a global programme which will provide Robert with credit for the development of parallelised algorithms to characterise antibiotic resistant genes. Other recent AWS award recipients include researchers at MIT, Stanford, and Columbia University.
- Dylan Smyth, a recent graduate of the BSc (Hons) in Software Development programme, has won the second place prize in the global IEEE COMSOC student competition. Dylan submitted his final year project, which was placed ahead of entries from Imperial College London, Johns Hopkins University and many more internationally-renowned universities, (many of whose entries were at Masters or PhD level). The winning project was a group submission from students from the Technical University of Catalonia. Dylan is currently a RÍSAM scholar and is undertaking a PhD in the Department of Computing under the supervision of Dr Donna O'Shea and Dr Seán McSweeney.
- A paper presented by Sarah Davis and Dr Breda Kenny from the CIT Hincks Centre for Entrepreneurship Excellence at the RENT2015 (Research in Entrepreneurship and Small Business) conference in Zagreb won the Jose Maria Veciana Best Paper Award, for their paper "Development of the ICT Industry in Ireland 1960 – 2010: A Retrospective Roadmap".

International Space University (ISU)

Staff from the Research Office visited the ISU Summer Space Programme in Ohio as part of the preparations for ISU 2017 – this 9-week programme will be hosted by CIT and will take place 26 June to 25 August 2017. With approximately 200 space professionals from across the globe it will be the largest space event ever held in Ireland.

The host site always chooses the content for one of the Team Projects and CIT has tasked SSP participants to develop a white paper on how Irish industry can engage with the burgeoning opportunities of space. While the bulk of this work will be done during SSP17, ISU alumni have commenced working with CIT and the Irish Space Industry Group to develop a background position paper to assist SSP17 participants. It is intended to present the white paper to a government representative at the closing ceremony.

Blackrock Castle Observatory (BCO)

Representatives from BCO met with President Michael D. Higgins in San Francisco as part of the collaborative BCO-Berkeley programme which inspires and educates in STEM topics using the TARA robotic telescope previously installed in California by members of the Astronomy and Instrumentation Group at BCO. President Higgins requested an invitation to BCO to see the facility at first hand and the invitation was issued from the CIT President.

CIT BCO received a grant of €200,000 from SFI in the recent round of its Discover awards. A total of 42 projects nationally were awarded grants totalling €2.8m. SFI's Discover funding is awarded competitively following rigorous international review where the STEM education and public engagement projects are required to address how they plan to enable greater STEM understanding and debate or support STEM education formally or informally.

CIT BCO's programme is titled "Driving STEM Learning and Awareness using Space as the Theme". This includes public events, workshops for primary and post-primary schools, and continuous professional development training for teachers to enable them to use "space" in the classroom to support curricular objectives in an inspirational setting. The funding also supports a

new national STEM week, SPACE WEEK, which is planned to run in parallel with World Space Week in early October. CIT BCO will coordinate this new STEM week.

Technology Enhanced Learning

In April 2016, CIT's Department of Technology Enhanced Learning launched the national "TELU" e-learning platform, the outcome of a two year project coordinated by CIT in partnership with DIT, ITT, UCD and UCC which is funded by the National Forum for the Enhancement of Teaching and Learning. The platform provides bite-sized training for busy educators interested in using technology to support their teaching. In time, TELU will host over 150 courses designed by experienced practitioners in the field, which can, in turn, be rated and reused by learners/users.

As part of the ongoing "Digital Champions" project, funded via the National Forum for the Enhancement of Teaching and Learning, the Department of Technology Enhanced Learning facilitated the purchase of a range of hardware and software for CIT staff piloting new approaches to teaching and learning via education technology.

European Regional Development Fund (ERDF)

The CAPPA Research Group at the CIT CREATE building hosted a very successful and informative open morning run by the Southern Assembly to highlight the high quality R&D activities that were supported through ERDF funding. Included in this were the CREATE and Nimbus buildings, the Institute's first Structured PhD Programme (Ed4Life), elements of the CAPPA Research Centre and also the broader schemes such as the Enterprise Ireland Technology Gateway Programmes and the New Frontiers Programme in the Rubicon. Attendees included a variety of CIT staff involved with the various programmes, as well as members of the regional assembly, the Oireachtas, and regional councils.

CAPPA

Dr William Whelan-Curtin joined CIT as a new staff member, bringing over €1.2M in funding, including a prestigious European Research Council (ERC) starting grant. The ERC is recognised as being the most highly regarded source of funding for "frontier research". Dr Curtin's research is based on nanostructured materials, which he is using to develop new power efficient optical data links.

NIMBUS

A number of researchers in the Nimbus Centre have especially contributed to CIT's position as the leading Institute of Technology to date for the EU Horizon 2020 research programme, with CIT on target to double its take from the previous Framework Programme 7.

BIOEXPLORE

Dr Roy Sleator from the Department of Biological Sciences was a big winner at the annual Irish Laboratory Awards which took place in May at the Ballsbridge Hotel Dublin. The Irish Laboratory Awards recognise the successes and achievements of Ireland's internationally renowned scientists in areas including innovation, leadership and collaboration, and focus on the ongoing work of Irish scientists to grow and develop a sustainable, globally competitive science research. Awards won by CIT are as follows:

- Irish Laboratory Scientist of the Year Award
- Medical Laboratory of the Year Award
- Healthcare Laboratory of the Year Award
- Innovation of the Year Award (CIT spinout NSilico Lifescience Ltd.)

Dr Roy Sleator was also invited to be an expert evaluator for the 2016 Marie Skłodowska-Curie Individual Fellowships *H2020-MSCA-IF-2016* European & Global Fellowships - Scientific Panel LIF.

4.2 Research Publications

1. Aartsen, M. G., Abraham, K., Ackermann, M., Adams, J., Aguilar, J. A., Ahlers, M., Zitzer, B. (2016). Very high-energy gamma-ray follow-up program using neutrino triggers from IceCube. *Journal of Instrumentation*, 11(11)10.1088/1748-0221/11/11/P11009
2. Abeysekara, A. U., Archambault, S., Archer, A., Benbow, W., Bird, R., Biteau, J., Zitzer, B. (2016). VERITAS and multiwavelength observations of the BL lacertae object 1ES 1741+196. *Monthly Notices of the Royal Astronomical Society*, 459(3), 2550-2557. 10.1093/mnras/stw664
3. Abeysekara, A. U., Archambault, S., Archer, A., Benbow, W., Bird, R., Buchovecky, M., Zitzer, B. (2016). A SEARCH for BRIEF OPTICAL FLASHES ASSOCIATED with the SETI TARGET KIC 8462852. *Astrophysical Journal Letters*, 818(2)10.3847/2041-8205/818/2/L33
4. Agüero, R., Zinner, T., Garcia-Lozano, M., Wenning, B., & Timm-Giel, A. (2016). Editorial: Mobile networks and management. *Mobile Networks and Applications*, 21(4), 561-563.10.1007/s11036-016-0746-0
5. Ajuebor, J., McAuliffe, O., O'Mahony, J., Ross, R. P., Hill, C., & Coffey, A. (2016). Bacteriophage endolysins and their applications. *Science Progress*, 99(2), 183-199. 10.3184/003685016X14627913637705
6. Alaswad, A., Baroutaji, A., Achour, H., Carton, J., Al Makky, A., & Olabi, A. G. (2016). Developments in fuel cell technologies in the transport sector. *International Journal of Hydrogen Energy*, 41(37), 16499-16508. 10.1016/j.ijhydene.2016.03.164
7. Aliu, E., Archambault, S., Archer, A., Arlen, T., Aune, T., Barnacka, A., Paneque, D. (2016). Very high energy outburst of markarian 501 in may 2009. *Astronomy and Astrophysics*, 59410.1051/0004-6361/201628744
8. Aliu, E., Archambault, S., Archer, A., Benbow, W., Bird, R., Biteau, J., Roberts, M. S. E. (2016). A SEARCH for VERY HIGH ENERGY GAMMA RAYS from the MISSING LINK BINARY PULSAR J1023+0038 with VERITAS. *Astrophysical Journal*, 831(2)10.3847/0004-637X/831/2/193
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4.3 Innovation and Entrepreneurship

Technology Transfer

For the calendar year 2015, seven commercialisation fund projects were approved for CIT by Enterprise Ireland. These innovation projects contained a significant element of commercialisation, involving the following CIT research centres: NIMBUS, CAPP and MEDIC, and supported by the commercialisation specialist in the Industry Liaison Office.

Enterprise Ireland reviewed the two funded Technology Gateways (TEC & CAPP) in October as part of the national end of year reviews and provided a very positive report on both. TEC completed 56 projects with industry and CAPP completed 34 projects with industry, which were both above their annual targets for this year.

Technology Transfer Strengthening Initiative Phase 3 (TTSI 3)

A funding application under the TTSI 3 for core technology transfer was submitted in January. CIT is part of a UCC-led consortium which also includes Teagasc and IT Tralee. IT Tralee is a new partner to the consortium as they were part of a UL-led consortium under the previous funding call, TTSI 2. The application seeks to maximise the commercialisation of research and transfer of knowledge to industry and make a positive impact on the economy, both regionally and nationally.

Between September 2015 and July 2016, and as part of TTSI, the Industry Liaison Office processed and drafted the following:

- 75 Non-Disclosure Agreements
- 5 Contract Research Agreements
- 10 Collaborative Research Agreements
- 4 Researcher Undertakings
- 8 IP Assignments from Inventor to CIT
- 2 EU Consortium Agreements

These form part of the reported CIT metrics under the Knowledge Transfer Ireland (KTI) TTSI programme.

Invention of the Year

On 16 March, at an award ceremony, Richard Linger (Nimbus) received the “*CIT ICT Invention of the Year Award*” following a review by an independent panel. The prize was sponsored by Purdey Lucey. The cloud-based energy management solution, SESOP (Scalable Energy Systems Optimisation Platform), is a predictive energy control optimisation system that gives customers low risk access to the electricity wholesale market, combining real-time data and advanced software algorithms to choose the timing of energy use to save up to 25% of energy costs.

Start-Up Gathering

The Rubicon Centre and CIT played a significant role in the Start-Up gathering that ran nationally from 5th – 9th October 2015. The gathering was a key action under the Action Plan for Jobs and consisted of 350 events nationally, 70 of which were held in Cork. CIT/Rubicon related events included:

- Patent workshop (Rubicon)
- Official launch of the Entrepreneur Ship (iMerc)
- Innovation Support Day (Nimbus)
- Discover Mars (BCO)
- Equity Advisory Clinic (Rubicon)

Action Plan for Jobs

CIT participated on the Implementation Group for the Regional Action Plan for Jobs with the main focus in this area on enabling greater support for student entrepreneurship, stimulating female entrepreneurship, and supporting knowledge transfer behind successful cluster development. CIT was also a contributor to a range of other actions in the Plan.

CIT Spin-Outs

Avantamed, a 2015 CIT spin-out from MEDIC and based at the Rubicon Centre, received €1.2m in finance following a successful round of fundraising.

Three other potential spin-outs were identified and supported through the TTSI by the Industry Liaison Office in collaboration with the Knowledge Transfer Ireland (KTI)-supported UCT consortium, with two being approved in June 2016, Tip Tap Tap and Predictive Control Systems (PCS).

Rubicon Centre

- **New Frontiers:** The successful New Frontiers application was in collaboration with IT Tralee and resulted in €1.9 million being allocated to CIT over the next 5 years which will support over 260 entrepreneurs in the region. There were 30 participants in Phase 1 of **New Frontiers** since September 2015, with 100 expressions of interest received for these places. There were 28 expressions of interest for the 14 places on Phase 2 set to commence in September 2016.
- In early November 2015, the EXXCEL programme for female entrepreneurship commenced, for the second time, with 11 participants. This is a part-time programme allowing investigation and validation of business ideas prior to launch and prior to full-time commitment to starting up. In May 2016, this cohort completed the programme, culminating in a showcase of the projects on the 10th May.
- Rubicon client and CIT graduate startup PMD Solutions was awarded an EU Horizon 2020 grant of €4.1m through the SME instrument. This was one of the largest awards in the country (the largest award was made to another Rubicon client company, Radisens Diagnostics Ltd, earlier in 2015). In April 2016, Radisens Diagnostics Ltd was declared the winner of the Red Herring Top 100 Europe award, a prestigious award honouring the year's most promising private technology ventures from the European business region.
- By the end of November 2015, Rubicon staff had interacted with 620 CIT students from across the Institute since September. This included supporting the CIT Module for first year students and partnering with the School of Business on the co-development of the new Technical Ventures Module. On this module alone, the Rubicon staff supported 80 students in achieving their learning outcomes and final project presentations were hosted in the Rubicon in early December 2015.
- Wavebreak Media moved out of the Rubicon in December to a new premises in Ballincollig, Co Cork. A multimedia company backed by Enterprise Ireland and a number of investors originally participated in the Genesis Programme (now New Frontiers) and is employing 35 people, all of which are graduate roles. They intend to increase their head-count following the move. They join Radisens Diagnostics Ltd., who located to Ballincollig earlier in 2015.
- Two Rubicon Centre clients were awarded Enterprise Ireland Competitive Start Funding in February/March 2016:
 - Mianra Artisan Soaps – New Frontiers 2014 Alumni
 - Tip Tap Tap- New Frontiers 2015 Alumni and CIT Spin-out
- Vincent Forde, a Third Year Mechanical Engineering Student and participant in Rubicon/CIT Student Inc Summer 2015 was awarded the overall prize in the Accenture Leaders of Tomorrow awards in March.
- The Industry Liaison Office secured €50,000 in external and internal funding for the 2016 **Student Inc** programme. This allowed 11 student business ideas to be incubated over the 2016 summer period in the Rubicon Centre. This number of projects is a major increase from the 4 in 2011 on the first year of Student Inc which was the first student accelerator programme in Ireland.

CIT Innovation Week

Innovation Week ran from 7 – 11 March 2016. Twenty-four events were held throughout the week with approximately 1,800 attendees at the different events. The two main showcases during the week were the New Frontiers showcase at the start of the week and the Student Awards ceremony at the end of the week which included:

- CIT Prize for Innovation
- CIT APPrentice competition
- Business Canvas Model competition
- EMC Enactus Social Innovation Award

The Rubicon Centre team assisted in judging the 52 business plan entries for the CIT Prize for Innovation competition, which was up significantly on the 28 entries in 2015. There was extensive media coverage throughout the week, and the two showcases trended on Twitter in Ireland.

Results included:

1. Award for best Business Plan and €1,500
Safe Release Hook - Darren Kingston – Mechanical Engineering.
Safe Release Hook is a construction sector safety hook mechanism.
2. Best Presentation Pitch Award and €1,500
KazooCare –Wendy Ayooluwa Oke - Research MA in Early Years Education. KazooCare is a forum to stimulate discussion on Early Childhood Education and Care services.
3. Best Exhibition Stand and €1,000
Shelve Tech - Niall O'Leary, Daniel McCarthy, Diarmuid Cody, Elaine Ferro, Bryan Laffan, Cillian Farrell, Sean O'Callaghan, Tim Casey, Mark O'Flynn – Mechanical Engineering.
Shelve Tech is a product designed to safely stack, and unstack, items from above head height.
4. ENACTUS CIT Social Innovation Award Winner 2016 – €1000
Alex Sheehan, Eoin McCarthy and Myat Min - Biomedical Engineering.
This is a new award this year, sponsored by EMC, which honours individuals and teams who excel in the area of social entrepreneurship and innovation. The team won the award for their hand-held water purification device aimed at combating the lack of clean drinking water locally and in third world countries.
5. Most Innovative Project - €2000
H-Flo 1 – Arran Coughlan, Shane O'Driscoll, Kelly Lane, George O'Rourke, Janek Kräuter, Kacey Mealy, Jason Shorten, Gerard J. O'Connell, John Harrington - Mechanical and Biomedical Engineering.
H-Flo 1 is a safety device which enables a worker to detach from a crate or platform if the H-Flo device becomes submerged in water. The team's idea came from a tragic accident in Limerick where two bridge workers died when the platform they were using fell into the river and they were unable to detach from it.
6. Overall winner of 2016 CIT Prize for Innovation - €4,000, and title of CIT Entrepreneur of the Year
GASGON - Vincent Forde - third year Mechanical Engineering student. GASGON, which is a degassing solution for flowing fluids, was chosen from 52 entries. Vincent completed the Student Inc., programme in CIT's Rubicon Centre in summer 2015.

Enterprise Ireland All-Ireland Student Entrepreneurship Competition

Following CIT's 2016 Prize for Innovation competition, many of the students entered their projects in the Enterprise Ireland/Invest Northern Ireland student entrepreneur competition. CIT's Prize for Innovation winner, Vincent Forde, won the title of All-Ireland Student Entrepreneur of the year 2016 (and €10,000) to add to his CIT Prize for Innovation win and his Accenture win.

CIT won all top 4 awards, the first time ever any HEI has achieved this. The CIT teams beat competition from all HEIs in Ireland including those in Northern Ireland. As the 2016 winner was a CIT student, CIT will host this high profile competition in June 2017. Success at this level is testament to the collaborative work around student entrepreneurship across the Institute among the Academic Departments, the Rubicon Centre, the Hincks Centre for Entrepreneurship Excellence, the Industry Liaison Office, and the Student Enterprise Interns who work with and encourage students on a day to day basis.

New Frontiers Showcase

On 7 March 2016, the annual New Frontiers Entrepreneur Development Programme Showcase & Awards took place in the Nexus Centre, Bishopstown Campus. This event marked the culmination of Phases 2 and 3 of the Enterprise Ireland funded New Frontiers Programme, which is delivered by CIT's Rubicon Centre. The keynote speaker at the event was Mr Kevin Sherry, Executive Director from Enterprise Ireland, who also presented the certificates. This year's invited guests included Investors both Angel, and Venture Capital Firms.

A number of awards were presented on the evening as follows:

| No. | Award | Recipient/Company |
|-----|--|---|
| 1. | Best Business Opportunity and Overall Winner of the 2015 New Frontiers Programme | Emmet Kearney, Jumble www.Jumble.ie |
| 2. | Most Innovative Business Award | Stephen Collins, Tip Tap Tap www.tiptaptap.ie |
| 3. | Best Business Plan | John O'Keeffe, GYMIX www.gymix.ie |
| 4. | Best Trade Stand | Conor Coughlan, Black Twist Hard Coffee www.blacktwist.ie |
| 5. | Participant of the Year | Denis McCarthy, DMA Foods Ltd |

4.4 External Engagement

CIT Extended Campus

The format of the Case Studies illustrating CIT's broad ranging engagement interactions was updated during 2015/2016 with new cases added to the outward-facing repository which is now easily searchable by 'interaction type'. The Engagement in Practice cases are available here: <http://extendedcampus.cit.ie/casestudies>

CIT, through the work of the CIT Extended Campus, was selected as the Irish Country partner in the latest *State of University Business Cooperation In Europe* study.

CIT Extended Campus also worked with the HEA and Enterprise Ireland on the development of metrics/benchmarks for higher education engagement performance.

Regional Skills Forum (RSF)

CIT was one of the education and training partners involved in the establishment of a regional skills forum in the South West region, under the Regional Action Plan for Jobs initiative, the other partners being: IT Tralee, UCC, Cork ETB, Kerry ETB and Skillnets. This project was sponsored nationally by the Department of Education & Skills. A key aspect to this initiative was the identification of areas of skills shortages in the region, based on national and regional statistical data, and the delivery of actions to address these. The successful operation of the Forum was also designed to deliver a new model of regional engagement for industry and the education and training providers.

Funding was allocated by the Department of Education and Skills for a three-year position of Regional Skills Forum manager – with one position allocated to each region. All positions were advertised centrally and were allocated to one of the education and training providers in the region. The RSF manager was appointed and based in the CIT Extended Campus, working on behalf of the RSF and all the partners involved.

CIT Extended Campus also provided a comprehensive response to *Limerick for Engineering* on programmes to address skills shortages in addition to developing a skills survey for the *North Cork Engineering Cluster*.

Recognition of Prior Learning (RPL)

CIT Extended Campus supported 257 RPL cases involving 119 assessors during the 2015/2016 academic year. The bulk of these applications were based on prior formal learning (205) with 38 experiential recorded of which 20 were at level 9. These form part of the overall number of claims for recognition of prior learning with some entry, advanced entry and exemptions based on prior equivalent formal learning dealt with at department and school levels.

The Level 9 module on RPL Policy and Procedures was delivered to staff as part of the Masters in Teaching and Learning.

The research report conducted by the RPL unit based in the CIT Extended Campus – which was funded via a competitive bid during 2015 - "*A Current Overview of RPL in Irish Higher Education*" was launched in Dublin (QQI and National Forum) in January 2016. Following from this, CIT Extended Campus was asked by the QQI to conduct a similar piece of work on RPL in Irish Further Education.

Springboard

In 2015 there were 18 Springboard+ and Information Communication Technology (ICT) courses approved for intake in autumn 2015. Of these, 11 programmes were offered to 153 students as follows:

- Lean Six Sigma Green Belt (Level 7) (approved for extra places)
- Lean Six Sigma Black Belt (Level 8) (Cork & Dublin intakes)
- Certificate in ICT Project Management (Level 8)
- Certificate in Biopharmaceutical Manufacturing Operations (Level 6)
- Diploma in Biopharmaceutical Manufacturing Operations (Level 7)
- Master of Engineering in Civil Engineering (Level 9)
- Certificate in Building Information Modelling (Level 8)
- BSc (Honours) in Advanced Manufacturing Technology (Level 8)
- HDip in Science in Cloud Computing (Level 8)
- HDip in Science in Cloud & Mobile Software Development (Level 8)
- HDip in Data Science & Analytics (Level 8)

Under the Springboard+ 2016 call, a total of 24 proposals were submitted. A total of 12 intakes to 10 different courses were approved for intake from autumn 2016. This equated to 169 learner places at an overall cost of €854,800.

Engagement Research Activity

In Ireland, in the past decade, CIT has been at the forefront of developing policy and practice in engagement interactions. In fact, the growing use of the term 'enterprise engagement' in both QQI and HEA documentation has been, in no small way, related to the work of the CIT-led Education in Employment and REAP projects. CIT is seen as a national thought leader in this space, due to a range of academic outputs including papers presented at a number of national and international conferences during 2015/2016 and in the previous years.

4.5 Alumni Engagement

The CIT Alumni Office supports and develops alumni relations at CIT through a number of initiatives while also encouraging links between CIT and its graduates. It is the means through which CIT Alumni can maintain close links with their alma mater and also avail of a wide range of benefits and services. The Association has approximately 23,000 registered members.

CIT provides all alumni with free membership of CIT Alumni Association. A wide range of benefits, services, and events are on offer to registered members.

Alumni are encouraged to keep their contact details current through email, website, social networking sites, or direct contact with the Alumni Office.

CIT Alumni Advisory Group

A CIT Alumni Advisory Group was established in 2014 whose membership comprises CIT staff only.

The CIT Alumni Advisory Group is intended to support, promote, and develop the alumni relations activity at CIT. The Group offers guidance to the CIT Alumni Office and encourages greater student and alumni participation through personal contact with students, graduates and staff.

Role of Advisory Group Members

- Build an awareness of the CIT Alumni Association and its activities among the current student and staff body;
- Recruit recent alumni to the CIT Alumni Association;
- Help identify, cultivate and, where appropriate, establish specific Alumni Groups;
- Further consolidate the good working relations between the Alumni Office and the Faculties, Colleges and Schools of the Institute;
- Share CIT's mission to expand and engage a diverse alumni network throughout the world.
- Co-opt other alumni as required for specific initiatives;
- Harness the knowledge of CIT retired members of staff;
- Annually review the Terms of Reference of the Advisory Group.

The group meets four times per academic year.

CIT Student Alumni Ambassador Programme

The Alumni Office launched the CIT Student Alumni Ambassador Programme in September 2014. The aim of the Programme is to develop positive relations and interactions among students, alumni, faculty and staff. The Alumni Office received over 80 applications for the 2015-2016 Student Alumni Ambassador Programme (increase from 18 applications). The 2015-2016 programme involved nine CIT Alumni Ambassadors.

The nine students, who donated ten hours of their time to support the activities of the CIT Alumni Office, received certificates from Orla Flynn, Vice President for External Affairs, on the 12th May 2016. The CIT Alumni Ambassadors represented the following areas:

- Nautical Science
- Music
- Business Information Systems (x 2)
- Architectural Technology
- Biomedical Engineering
- Business and Management
- Business and Marketing (x 2)

Alumni and Careers Service Joint Mentorship Programme

CIT Alumni Office and CIT Careers Service have developed a Joint Mentorship Programme for current final year students and post graduate students. The Programme is a voluntary, extra-curricular activity and aims to match students with professionals from a wide range of sectors to exchange business experience, knowledge, expertise, and career advice.

Organisations involved included Boston Scientific, PM Group, Pernod Ricard, Port of Cork, CAB Motors, Ernst and Young, and Apple.

The programme helped students to make contacts in the business community and provided them with an opportunity to enhance their professional skills outside the lecture theatre. Students benefitted from participating in the programme in a number of ways including: company visits, gaining “insider” knowledge, interview preparation, CV reviews, and work-shadowing. There were 10 graduates involved in the 2015-2016 programme.

CIT Alumni Internship Programme

The CIT Alumni Internship programme commenced in September 2013 and aims to actively increase the awareness of the CIT Alumni Office among undergraduate students. The internship will particularly focus on introducing graduating students to CIT Alumni Association. The role of the Alumni Intern is vital in building a relationship with students prior to graduation.

Reporting to the Alumni Relations Officer, the Alumni Intern actively supports, promotes, and develops the alumni relations activity at CIT. This entails the implementation of a range of new initiatives and activities which support this goal amongst all CIT students.

First Destinations Survey

CIT Alumni Office and the CIT Careers Service conducted a First Destinations Survey (FDS) of the 2015 CIT graduates in March 2016. The survey collected data from recent graduates to determine numbers in employment, numbers seeking employment, and those participating in further study or training. The information will be of benefit to students, graduates, Institute management, employers, policy makers and all those with an interest in higher education.

Data was gathered from 70% of the 2015 graduates. A 3% increase was achieved from that of the 2014 survey which provides a much firmer basis for drawing conclusions. A survey of the 2016 graduates will be conducted in spring 2017.

Events

CIT Conferring 2015

The CIT Alumni Office had a presence at the 2015 Conferings, where the Office engaged with all alumni after each ceremony through a photo frame “Class of 2015” campaign. As a result of the photo campaign the CIT Alumni Office engaged with 15,000 alumni through Facebook. It is important to note that there was no paid advertising or boosting of posts.

The presence of the Office during Conferring provided the opportunity to inform and encourage alumni to complete the first destinations survey that was distributed in spring 2016. It also resulted in alumni updating their details through the online “update your details” facility. The presence at conferring had a positive effect in terms of engaging with alumni at an early stage.

CIT Gradfest – 24th February 2016

The CIT Alumni Office and the CIT Careers Service collaborated to host CIT Gradfest where students had the opportunity to prepare for graduation and engage with CIT graduates through a ‘Meet the Graduates’ session. The event facilitated informal discussions with industry professionals on career pathways for students.

Gradfest focuses on preparing CIT students for graduation through a series of fun and engaging events while enhancing the student experience. The voluntary engagement from CIT graduates was vital in ensuring the event was attractive to students, as well as ensuring the event could be organised and hosted with a limited budget and resources.

The event actively engaged with over 70 graduates for the event with 35 graduates in attendance offering their advice to students. Examples of companies who attended Gradfest are, PM Group, EMC, Dell, TaxAssist Accounting, Zenith Technologies Ltd., Tyco, RPS Group, Tyndall National Institute, DeCare Systems among many others.

Gradfest engaged with over 800 students with approximately 200 students actively engaged with CIT graduates through the ‘Meet the Graduate’ Session.

The CIT Alumni Office and the CIT Careers Service collaborate on a number of projects in CIT for the benefit of existing students and graduates.

Women in Business: STEM Sector – Monday 7th March 2016

As part of CIT Innovation Week the Careers Service, the CIT Alumni Office and Boston Scientific in association with Women's Network Cork collaborated to host a Women in Business event titled "*Understand what it takes to flourish in the industry as a female graduate.*"

The free event for female students in Science, Technology, Engineering, Maths and Business courses included a mix of presentations and interactive sessions in an informal setting. Over 50 CIT students attended the event at Boston Scientific, Cork.

CIT Alumni Golf Classic

The CIT Alumni Office resurrected the ever-popular CIT Alumni Golf Classic. The classic took place in the Lee Valley Golf and Country Club, on Friday 13th May 2016.

The aim of the Golf Classic was to raise funds to support the CIT Access Service.

Organisations who supported the CIT Alumni Golf Classic were:

- Sanmina
- EMC Golf Society
- Mycro Sports
- Eden Hall
- CIT Students' Union
- CIT Student Services Company

Other Events

- CIT Careers Fair (October 2015)
- CIT New York Alumni Gathering (October 2015)
- CIT Student Alumni Ambassador Programme Launch and Induction (November 2015)
- Joint Mentorship Programme Induction (November 2015)
- CIT Alumni Christmas Homecoming (December 2015)
- CIT Alumni Gathering London (January 2016)
- Alumni Officers' Network, Ireland Conference hosted by CIT (January 2016)
- CIT Gradfest (February 2016)
- Women in Business (March 2016)
- CIT Alumni Golf Classic (May 2016)

Communications

The Alumni E-News was circulated as follows:

- 13,829 alumni in December 2015
- 15,956 alumni in March 2016
- 15,941 alumni in June 2016

Popular new items included CIT Gradfest, graduate profiles and the CIT Joint Mentorship Programme. Over 75% of alumni access the E-News from a mobile device.

4.6 International and EU Activities

International Education Missions Completed 2015/2016 Academic Year

| Country | Mission |
|-----------------------|--|
| Brazil | Brazil Education Mission / BMI Fairs (13 – 20 October) |
| China | China Education Mission (Beijing 24/25 October, Shanghai 31 October/1 November) |
| China | Visit to partner institutions in Shanghai University, Xuzhou Institute of Technology, Wuhan Institute of Technology, Wuhan University of Science and Technology, Yangtse University |
| Hong Kong | Visit to Irish Consulate and meetings with Anthony Cheng, Director of Ireland Hong Kong Education Partnership, 30 th October |
| Vietnam | Participation in International Education Fair at the University of Economics University of Danang 31 st October, also meeting to develop partnership programme in Entrepreneurship |
| Thailand/Malaysia | OCSC Education Fair, Bangkok, Thailand, 14/15 November + visit to potential new partner institutions |
| Indonesia | Visit to new (UNITEN, UMT, MSU) and existing partner institutions (TAR, UCSI) and promotional activities, 18 – 22 November |
| Malaysia | Star Fair, KL, 9 – 10 January 2016 Along with visits to UNITEN, TAR UC, UCSI and other universities in KL |
| Hong Kong | 27/28 January 2016 |
| Oman, Dubai | March 2016 |
| China/India/Hong Kong | May 2016 for participation in China Education Association for International Exchange (CEAIE) Pathpro Training and informational sessions with Technical Vocational Education Colleges (TVEC) in China In India: University of Pune and the Indian Institute of Technology, Madras |

MOU Agreements

CIT signed MOU agreements with:

- Niagara College (October 2015)
- Dairy & Food Polytechnic (DFP), Kingdom of Saudi Arabia (November 2015)
- Fanshawe College of Applied Arts and Technology (November 2015)
- Fanshawe College, Ontario (January 2016)
- Universiti Tenaga Nasional (UNITEN) (January 2016)
- TAR University College (January 2016)
- UCSI University (February 2016)
- Shanghai Jianqiao University (May 2016)
- University of Economic – The University of Danang (June 2016)

International Student Day at CIT

CIT celebrated International Student Day on the 2nd March 2016 during which international students participated in a wide variety of social and cultural events at the Bishopstown Campus, the NMCI, and CIT BCO. International Student Day provides a unique opportunity for international students in CIT to showcase their various cultures and traditions while also learning more about Ireland's local traditions. The day was organised by CIT's International Office in conjunction with CIT's

International Student Society. CIT's International Student Society has won several awards in recent years and has been ranked as the 'Best Student Society' in Ireland.

During International Student Day, CIT's international students hosted a cultural exhibition on the Bishopstown Campus from 12pm to 2pm. They provided general information on their countries of origin and explored with fellow CIT students and staff members the musical, culinary and social aspects of their cultures. An Erasmus information stand was also in operation and featured CIT students, who spent a semester abroad on Erasmus exchange visits, sharing details of their experiences.

VIBE project with University of Economics – Danang Vietnam - Project Runway

This exciting project – a partnership between CIT and the University of Economics at the University of Danang, was funded through the Department of Foreign Affairs Vietnam Ireland Bilateral Exchange Programme (VIBE). Initially, over 300 young aspiring entrepreneurs from 9 Universities in Vietnam entered a competition with the top prize of enterprise learning and mentoring at CIT's Rubicon Centre. The final – broadcast on national television - took place in Vietnam in June and the winners travelled to Ireland to benefit from a one-month experience on CIT's Student Inc student entrepreneurship support programme during August.

CIT had earlier facilitated a visit by 2 academics from the University of Economics at the University of Danang, Vietnam as part of CIT Innovation Week in March 2016. Following this visit, CIT and Rubicon staff delivered a *Train the Trainer* Programme at the University of Economics, Danang, Vietnam, which aimed to assist the University to build their own ecosystem for entrepreneurship.

Those involved in the delivery of this project include the Industry Liaison Office, the Rubicon Centre, the Hincks Centre for Entrepreneurship Excellence, and the School of Business.

Erasmus Plus International Credit Mobility Call 2016

Dr Pio Fenton, Head of Department of Marketing and International Business, made a successful application under the Erasmus Plus International Credit Mobility Call 2016 with over €46,000 being awarded to the project. The project will be geared towards partners in Vietnam in the area of digital marketing for SMEs.

Erasmus Final Report 2014-2015

The Erasmus Final Report for 2014-2015 was submitted in November 2015. The annual Final Report contains statistical information, such as numbers of student and staff exchanges and placements, duration of mobility periods, destination institutions/organisations, grant allocations, and a narrative report.

Government of Ireland Scholarships

CIT International Office won two Government of Ireland Scholarships, one for Vietnam and one for India. In both cases the applicants come to CIT to undertake Masters-level study. Under this scheme each successful student receives a €10,000 stipend for a year, provided the Higher Education Institution waives the study fee.

Live and Learn in Ireland – Southern Cluster Project

"Live and Learn in Ireland—Digital supports for international students" was launched in IT Tralee in May 2016. Funded by the National Forum for the Enhancement for Teaching and Learning (NFTL), the *Live and Learn in Ireland* project produced a number of interactive online units that will assist international students in making the transition into Ireland to live and study. This was a collaborative Southern Cluster project that brought together students, academics and professional staff from CIT, UCC, Waterford IT, and IT Carlow, led by the E-Learning Development and Support Unit (EDSU) at IT Tralee.

5. Human Resources

Cork Institute of Technology

5.1 Human Resources Report

5.2 Staff Numbers

5.3 Staff Achievements

5.1 Human Resources Report

Staff Numbers

For the academic year 2015/16, the Institute's headcount was 1374 which equates to 996.17 Whole-Time Equivalents (WTE). The largest category of staff was the Academic Staff which accounted for 58% of the headcount, 58% of WTE.

All figures shown in this section have been taken from the Public Sector Quarterly Returns as at 31 December 2015.

Retirements

The following staff retired from service during the year:

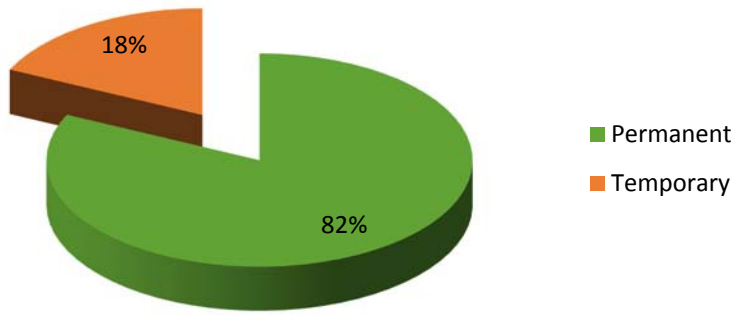
Anthony Collins, Human Resources Manager
 Denis Collins, Lecturer, Department of Electrical & Electronic Engineering
 Sheila Cronin, Pro-Rata Part-Time Assistant Lecturer, Department of Organisation & Professional Development
 Dermot Cunningham, Senior Lecturer 1 (Teaching), Clean Technology Centre
 Ciaran Daly, Lecturer, Department of Management & Enterprise
 Mary Daly, Pro-Rata Part-Time Assistant Lecturer, CIT CSM
 Adrian Gregan, Head, Department of Tourism & Hospitality
 Dan Kelleher, Senior Technical Officer, School of Mechanical, Electrical & Process Engineering
 Joanna Kelley, Lecturer, CIT CCAD
 Nicola Fallon-Kiely, Assistant Lecturer Pro-Rata, Department of Tourism & Hospitality
 Kathleen Kelleher, Cleaner, CIT CCAD
 Leo McCann, Lecturer, CIT CCAD
 Charlotte McCoy, Lecturer, Department of Marketing & International Business
 Gerard Moynihan, Lecturer, CIT CSM
 Gus Murray, Lecturer, Department of Applied Social Studies
 John J. O'Callaghan, Pro-Rata Part-Time Assistant Lecturer, Centre of Craft Studies
 Seán O'Donovan, Caretaker, Building & Estates Office
 Derry O'Hare, Senior Lecturer 1 (Teaching), Department of Mathematics
 Noelle O'Leary, Clerical Officer, Human Resources Office
 Ruxandra Petcu-Colan, Lecturer, CIT CSM
 Dr Richard Sheehy, Lecturer, Department of Mathematics
 Dr Geoffrey Spratt, Director, CIT CSM
 Ursula Willis, Lecturer, CIT CSM
 Frances Wood, Lecturer, Department of Mathematics

5.2 Staff Numbers

Total Staff Numbers

| | WTE | Headcount |
|-------------|---------------|------------------|
| Permanent | 819.64 | 890.00 |
| Temporary | <u>176.53</u> | <u>484.00</u> |
| TOAL | 996.17 | 1374.00 |

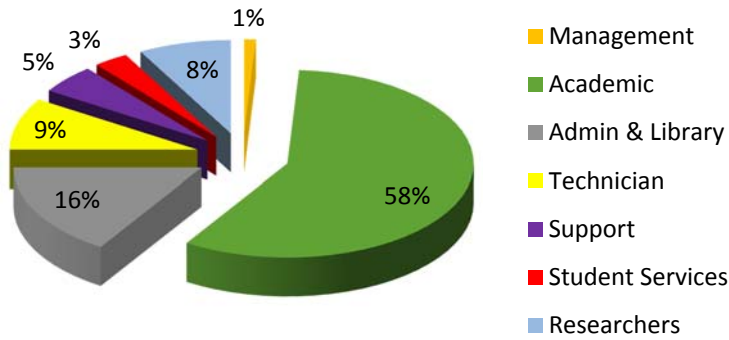
Total Staff Numbers (Whole-Time Equivalents)



Staff by Category

| | WTE | Headcount |
|------------------|----------------------|-----------------------|
| Management | 10.00 | 10.00 |
| Academic | 582.63 | 794.00 |
| Admin & Library | 164.33 | 176.00 |
| Technician | 86.22 | 89.00 |
| Support | 46.09 | 72.00 |
| Student Services | 31.46 | 142.00 |
| Researchers | 75.44 | 91.00 |
| | <u>996.17</u> | <u>1374.00</u> |

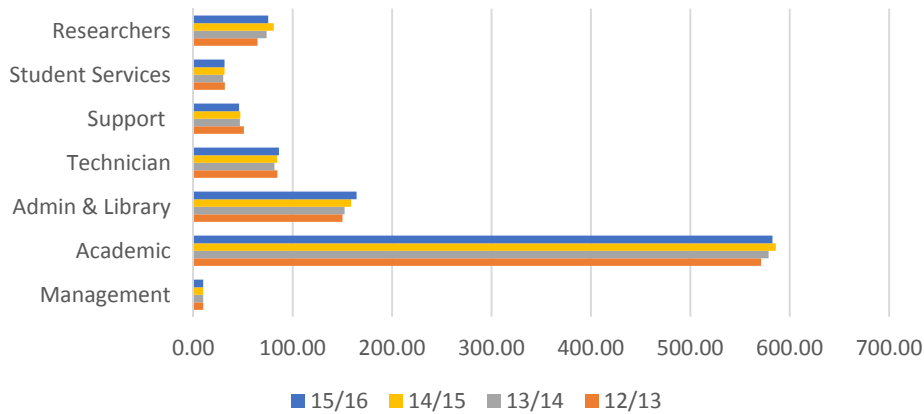
Staff by Category (Whole-Time Equivalents)



Staff Trends – 4 Year History (Whole-Time Equivalents)

| | 12/13 | 13/14 | 14/15 | 15/16 |
|------------------|---------------|---------------|---------------|---------------|
| Management | 10.00 | 10.00 | 10.00 | 10.00 |
| Academic | 571.19 | 578.87 | 586.05 | 582.63 |
| Admin & Library | 150.10 | 152.15 | 158.74 | 164.33 |
| Technician | 84.62 | 81.62 | 84.42 | 86.22 |
| Support | 50.85 | 46.96 | 47.45 | 46.09 |
| Student Services | 31.68 | 30.22 | 31.38 | 31.46 |
| Researchers | 64.64 | 73.75 | 81.01 | 75.44 |
| Total | 963.08 | 973.57 | 999.05 | 996.17 |

Staff Trends - 4 Year History (Whole-Time Equivalents)



5.3 Staff Achievements

Congratulations were extended to the following:

- Dr Hugh McGlynn, Head of School of Science and Informatics and Dr Roy Sleator, Senior Lecturer, Department of Biological Sciences on being awarded the status of Fellow of the Royal Society of Biology (FRSB). This fellowship is awarded as professional recognition of outstanding contributions to research, education, and public engagement in the field of biological sciences.
- Dr Helen O'Shea, Senior Lecturer, Department of Biological Sciences and Dr Hugh McGlynn, Head of School of Science & Informatics on securing €2.4m funding for a research project titled "SeaRefinery – The Seaweed Biorefinery for high value added products", with partners in Denmark, Belgium, Norway, and Iceland. This Marine Biotechnology ERA-NET funded Project is an Industry-Academia venture that recognises that Europe's marine ecosystems and organisms are largely unexplored, understudied, and under-utilised. CIT's involvement will be to investigate the potential health benefits for marine derived products.
- Ann O'Connor, Lecturer, Jane Healy, Assistant Lecturer Pro-Rata, Department of Tourism & Hospitality, and Dr Margaret Linehan, Head of School of Humanities, who in collaboration with colleagues in UCC and Breakthrough Cancer Research received a top Patient Education Award for their cookery book at this year's Irish Healthcare Awards. "The Good Nutrition for Cancer Recovery" cookbook, has been endorsed by the Irish Nutrition and Dietetic Institute and the Irish Society of Medical Oncology.
- Marc Ó Riain who was part of the team that won the ID2015 Collaboration Award at the Institute of Designers in Ireland on 26 November 2015 for the academic journal iterations.
- Al Devine, Lecturer in the Department of Organisation & Professional Development, who project-managed and technically-led two projects for Cork City Council which were shortlisted at the All Ireland eGovernment Awards. The projects were for the City Council's Litter Fines and Choice-Based Letting projects. Both projects were shortlisted in the top 5 for the Innovation and Mobile Award categories. At an Award Ceremony held in Dublin Castle on 29 January 2016, the Litter Fines project was announced as the 2016 Irish eGovernment Innovation Award Winner.
- Jane O'Keeffe, Lecturer and Course coordinator of Supply Chain, NMCI on winning the Irish Logistics & Transport Education Award for 2016. The cream of Ireland's transport and logistics sector were recognised and celebrated in front of an audience of close to 500 industry professionals. Twenty-One prestigious trophies were presented to the very best leaders and organisations within industry. This Award has been presented to Jane three years in a row which is a testament to the hard work and commitment shown by all involved, and by Jane in particular.
- The Master of Business team in the Department of Organisation & Professional Development for being shortlisted for Postgraduate Course of the Year 2016. This is a great achievement and demonstrates the quality of the programme delivered in CIT and the commitment of the lecturing staff.
- The Department of Tourism & Hospitality won the Food Safety Assurance Award (FSSA) in February 2016. The FSAA is based on a systematic audit of the facilities in terms of food safety management documentation, structural hygiene, operation hygiene, food safety and personal hygiene. Patricia Madden and Lisa O'Brien received the FSAA Award on behalf of the Department of Tourism & Hospitality.
- Lecturer Donogh Coleman on receiving the Seán de Courcy Prize, awarded annually to the best research project selected from all the Irish universities and institutes of technology at the 2016 Irish Concrete Society Awards held in Dublin.
- Dr Noel Barry, Head of Academic Affairs, School of Graduate Studies and Dr Mary Moloney, Lecturer, Department of Civil, Structural and Environmental Engineering on being conferred with the title "Fellow of the Institute" by Engineers Ireland. The fellowship recognises the significant achievement of the conferees in engineering and their contribution to the profession.
- Dr Irene Sheridan, Head of CIT Extended Campus, was invited to present at the EURASHE conference in Belgrade, Serbia on 22 April. The presentation, which was titled "Higher Education and Enterprise Working Together for Regional Development" was well received.
- Seán F O'Leary, Senior Lecturer, Department of Mechanical, Biomedical & Manufacturing Engineering on being presented with the "President's Award" at the 30th Annual Cork Mechanical, Manufacturing and Biomedical Engineering Exhibition

on 28 April 2016. Seán was presented with the Award in recognition of his outstanding personal commitment and contribution to initiating, developing and sustaining the Engineering Showcase Exhibition for 30 years.

- Sylvia Dempsey, Lecturer Department of Accounting & Information Systems, was awarded the prize for best paper “The Development of Professional Identity in Third-Level Accounting Students” at the Irish Accounting and Finance Association doctoral colloquium competition on 18 May 2016.
- Ms Carole O’Leary, Industry Liaison Manager, was invited to present at the Organisation for Economic Co-operation and Development (OECD), HEI Innovates Conference which was held in Brussels, Belgium on 19 and 20 May. Over 200 delegates from across Europe attended the conference. The OECD review of entrepreneurship in Ireland was addressed and CIT featured strongly in this review. The theme of Ms O’Leary’s presentation was around CIT’s Student Inc. Ireland’s first accelerator programme for student entrepreneurs.
- Dr Roy Sleator on winning the following awards at the Irish Laboratory Awards held in Dublin on 25 May 2016 sponsored by Enterprise Ireland, the Health Research Board, and the Academy of Medical Laboratory Sciences
 - Irish Laboratory Scientist of the Year
 - Medical Laboratory of the Year
 - Healthcare Laboratory of the Year Award
 - The Innovation of the Year Award

The Irish Laboratory Awards recognise the successes and achievements of Ireland’s internationally renowned scientists in areas including innovation, leadership and collaboration and focuses on the ongoing work of Irish scientists to grow and develop a sustainable, globally competitive science research.

- Dr Josh Reynolds, Lecturer, Department of Physical Sciences on being appointed as a member of the VERITAS Executive Committee for the next two years. VERITAS (Very Energetic Radiation Imaging Telescope Array System) is an international astrophysics collaboration between the USA, Canada, Ireland and the UK, involving 9 founding institutions and 15 collaborating institutions.

Staff members who were conferred included:

- Dr Sreto Boljevic, Doctor of Philosophy
- Dr Aisling Conway, Doctor of Philosophy
- Dr Matt Cotterell, Doctor of Philosophy
- Dr Edward Coughlan, Doctor of Philosophy
- Dr Lucy Dawe-Lane, Doctor of Philosophy
- Sabine Ducrot, Master of Arts in Music
- Dr Juan Manuel Escano, Doctor of Philosophy
- Dr Helen Farrell, Doctor of Philosophy
- Ken Marshall, Master of Arts in Music
- Richard Rudkins, Master of Arts in Music
- Jonathan Scott, Master of Arts in Music
- Áine Whelan, Master of Arts in Music

New Appointments:

The following staff were confirmed for appointment during the academic year 2015/16:

- Dr Samane Abdi, Assistant Lecturer, Department of Computing
- Noel R. Barrett, Technical Officer, School of Science and Informatics
- Dr Olivia Brickley, Assistant Lecturer, Department of Computing
- Dr Michael Callanan, Assistant Lecturer, Department of Biological Sciences
- Dr Niel Canty, Assistant Lecturer, Department of Electrical & Electronic Engineering
- Dr Clodagh Carroll, Assistant Lecturer, Department of Mathematics
- Dr Ignacio Castineiras, Assistant Lecturer, Department of Computing
- Sharon Coffey, Staff Officer, Finance Office
- Dr Paul Davern, Assistant Lecturer, Department of Computing
- Karen Finn, Assistant Lecturer, Department of Biological Sciences
- Dr Roisín Foley, Assistant Lecturer, Department of Process, Energy & Transport Engineering
- David Goulding, Assistant Lecturer, Department of Physical Sciences

- Dr Robert Heffernan, Assistant Lecturer, Department of Mathematics
- Alan Hickey, Technician, School of Business
- Carmel Jordan, Senior Staff Officer, External Affairs Office
- Bronadh Lynch, Assistant Lecturer, Department of Mechanical, Biomedical & Manufacturing Engineering
- Ciarán McCarthy, Assistant Lecturer, NMCI
- Dr Seán McSweeney, Assistant Lecturer, Department of Computing
- Catherine Murphy, Head, Department of Accounting & Information Systems
- David Murphy, Assistant Lecturer, Department of Computing
- Sarah Murphy, Assistant Lecturer, Department of Mathematics
- Cathal O'Mullane, Technician, IT Services
- Dr Donagh O'Mahony, Assistant Lecturer, Department of Physical Sciences
- Caroline O'Reilly, Head, Department of Management & Enterprise
- Colm O'Rourke, Library Assistant 1
- Treasa Morgan, Careers Officer
- Dr Nokolay Petkov, Assistant Lecturer, Department of Physical Sciences
- Dr William Quinn, Assistant Lecturer, Department of Mechanical, Biomedical & Manufacturing Engineering
- Dr Natalia Rebrova, Assistant Lecturer, Department of Physical Sciences
- Dr William Whelan-Curtin, Senior Lecturer 1 (Teaching), Department of Physical Sciences



CIT CORK SCHOOL OF MUSIC

6. Finance Report

Cork Institute of Technology

6.1 Financial Report

6.2 Audited Accounts

6.1 Financial Report 2015/16

This financial report covers the period from 1st September 2015 to 31st August 2016. During this time CIT operated within a very challenging financial position whereby the Institute reported a deficit of €1.2 million last year. With the expectation of further deficits, the Institute undertook a process to reduce the projected deficit for 2016 from €2.3million to the final reported deficit of €0.7million.

We (CIT) have suffered a cut of 30% (€16 million) in HEA funding since the downturn in 2008. Student numbers have increased by 10% in the same period. Thus our financial position is in fact a positive reflection of the contribution made by our staff and students to achieve significant reductions in expenditure over the period. These reductions resulted in significant pay cuts to staff through the financial measures introduced and also a major strain on services to students.

The main funding cuts came in Apprenticeship and STEM areas of provision. The reduction in apprenticeship blocks and resultant income was not offset by an equivalent reduction in expenditure to temporarily reduce the fixed costs whilst maintaining CIT's capacity in this strategically important area of provision. As well as being challenged in maintaining student numbers, income per student for the STEM subjects was disproportionately cut within the funding model for the IoT sector. CIT, being the largest provider in this area, is the worst affected by this funding inequity. However, as with apprenticeship, CIT has purposely maintained its presence in this area.

The funding crisis in Higher Education (HE) is well recognised. The report of the expert group on future funding for HE, chaired by Peter Cassells titled "A Strategy for Funding Higher Education", which was published in March 2016, identified that €1 billion is required for investment in the HE sector over the next 15 years.

Change to Reporting Standard & Format

The Institute transitioned from Irish GAAP to FRS102, with an effective date of 1st September 2014, which resulted in some transitional adjustments to the opening financial position on 1 September 2015. These are explained in Note 26 of the accounts. Additionally the format of the financial statements has been updated to reflect the requirements of the new reporting standard.

Income

Income increased by 3.1% from €96.8m to €99.8m during the period. Tuition fee income increased by 13.7% to €34.9m. This increase was due primarily to an increase in the student contribution of €250 per full-time student. Also the number of students increased by 2% from 9,187 to 9,377 during the period which positively impacted tuition income.

State grants increased by €1m to €38.5m. Other income categories were relatively static with the exception of Research Grants & Contracts which decreased by €2.1m to €13.2m, which is discussed further below.

Expenditure

The Institute's consolidated current expenditure increased by 1.35% to €99.1 million. Academic departments and research activity cost €69.9m (70%), premises cost €7.8m (8%), and administrative and support services cost €14.7m (15%) with student services costing €6.7m (7%).

The Institute's pay bill increased by 2.7% (€1.8m) during 2015/16 and now stands at €68.3m compared with €66.5m in 2015. Staff costs are the single largest expenditure line in the Institute, accounting for 69% of all expenditure.

Other costs decreased marginally by €0.38m (1.5%) to €24.8m. This can be attributed to the timing of expenditure on ongoing projects.

Research & Development

Income from Research, Grants and Contracts inclusive of capital funding, decreased from circa. €16 million to €14 million. There was a corresponding reduction in expenditure as this is linked to project budgets. The majority of R&D funding is based on success in competitive State and EU funding programmes which are cyclical in nature.

Reserves

For the year ending 31 August 2016, the Institute's Reserves (excluding Deferred Capital Grants) declined by a further 11% from €6.3million to €5.6million. Again, this is due to the underfunding of HE and in particular to the underfunding of Capital and Equipment requirements for which CIT should have the capacity to fund through reserves if sufficient state funding was provided.

6.2 Audited Accounts 2015/16

Statement of Institute Responsibilities

Statement of Internal Control

Report of the Comptroller and Auditor General

Consolidated Statement of Income & Expenditure

Consolidated Statement of Changes in Reserves and Capital Account

Consolidated and Institute Statement of Financial Position

Consolidated Statement of Cash Flows

Notes to the Financial Statements

6.2.1 Statement of Institute Responsibilities

The Institutes of Technology Acts 1992 to 2006 require the Institute to prepare financial statements in such form as may be approved by the Higher Education Authority and to submit them for audit to the Comptroller and Auditor General. In preparing these financial statements, the Institute is required to:

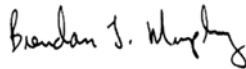
- Select suitable accounting policies and then apply them consistently.
- Make judgements and estimates that are reasonable and prudent.
- Prepare the financial statements on the going concern basis, unless that basis is inappropriate.
- Disclose and explain any material departures from applicable accounting standards.

The Institute is responsible for keeping adequate accounting records which disclose with reasonable accuracy at any time the financial position of the Institute and which enable it to ensure that the financial statements comply with the Institutes of Technology Acts 1992 to 2006. The Institute is also responsible for safeguarding its assets and for taking reasonable steps for the prevention and detection of fraud and other irregularities.



Mr Bob Savage
Chairman

8/8/2017



Dr Brendan J. Murphy
President

8/8/2017

6.2.2 Statement of Internal Control

The Governing Body acknowledges its responsibility for ensuring that an effective system of internal control is maintained and operated in the Institute and for putting in place processes and procedures for the purpose of ensuring that the system is effective.

The system can provide only reasonable and not absolute assurance that assets are safeguarded, transactions authorised and properly recorded, and that material errors or irregularities are either prevented or would be detected in a timely period.

Key Control Procedures

The Governing Body has taken steps to ensure an appropriate control environment is in place by:

- Clearly defining management responsibilities
- Developing procedures and regulations which are reviewed regularly and are documented, implemented and up to date.
- Establishing formal procedures through various committee functions to monitor the activities and safeguard the assets of the organisation (Audit Committee/Finance Committee/Strategic Development Committee).
- Adopting a Good Practice Guidelines Document which includes clear terms of reference for Governing Body Committees.
- Developing a strong culture of accountability across all levels of the organisation.

Cork Institute of Technology has developed processes to identify and evaluate business risks. This is achieved in a number of ways including:

- Developing an Essential Activities & Process Model to facilitate management and the Governing Body in identifying the key activities and the processes in place to manage its operations effectively.
- Adoption of a Risk Management Policy.
- Identifying key risks, risk owners and the controls to mitigate these risks.
- Developing annual and longer term targets and reporting on results achieved.
- Implementation of an Internal Control Framework.
- A comprehensive budgeting system with an annual budget which is reviewed and agreed by the Governing Body.
- Regular reviews by the Governing Body and its committees of periodic and annual financial reports which indicate financial performance against forecasts.
- Setting targets to measure financial and other performances.
- Clearly defined capital investment control guidelines.

Cork Institute of Technology has an outsourced internal audit function, which is in accordance with the Internal Audit Terms of Reference approved by the Governing Body and the Code of Governance of Irish Institutes of Technology.

An Internal Audit Plan is approved by the Audit Committee annually. The plan takes account of areas of potential risk identified in a risk assessment exercise carried out with management at the start of the current planning cycle. Reports are provided to the Audit Committee on assignments carried out. These reports highlight deficiencies or weaknesses, if any, in the system of internal control and the recommended corrective measures to be taken where necessary. The Audit Committee receives regular reports on the status of issues raised.

The Governing Body's monitoring and review of the effectiveness of the system of internal control is informed by the work of the Institute Executive and Management who have responsibility for the development and maintenance of the internal control framework, the Audit Committee, Internal Auditor and comments made by the Comptroller and Auditor General in his management letter.

We confirm that per Section 5.2.1 of the terms of reference of the Audit Committee, as approved by Governing Body, the review of internal controls is carried out by the Audit Committee. As such the Audit Committee reviewed the reports on Internal Controls and Internal Financial Controls for the year ended 31 August 2016 at their meetings on 13 October 2016 and reported to Governing Body on 1 December 2016.

Internal Control Weaknesses

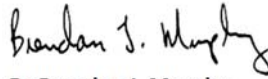
There were no weaknesses in internal control that resulted in material losses, contingencies or uncertainties which required disclosure in the financial statements.

Signed on behalf of the Governing Body



Mr Bob Savage
Chairman

8/8/2017



Dr Brendan J. Murphy
President

8/8/2017

6.2.3 Report of the Comptroller and Auditor General for presentation to the Houses of the Oireachtas

Cork Institute of Technology

I have audited the consolidated financial statements of Cork Institute of Technology for the year ended 31 August 2016 under the Institutes of Technology Acts 1992 to 2006. The financial statements comprise the consolidated statement of income and expenditure, the consolidated statement of changes in reserves and capital account, the consolidated and Institute statement of financial position, the consolidated statement of cash flows and the related notes. The financial reporting framework that has been applied in their preparation is the Institutes of Technology Acts 1992 to 2006 and generally accepted accounting practice.

Responsibilities of the Institute

The Institute is responsible for the preparation of the financial statements, for ensuring that they give a true and fair view and for ensuring the regularity of transactions.

Responsibilities of the Comptroller and Auditor General

My responsibility is to audit the financial statements and report on them in accordance with applicable law.

My audit is conducted by reference to the special considerations which attach to bodies in receipt of substantial funding from the State in relation to their management and operation.

My audit is carried out in accordance with the International Standards on Auditing (UK and Ireland) and in compliance with the Auditing Practices Board's Ethical Standards for Auditors.

Scope of audit of the financial statements

An audit involves obtaining evidence about the amounts and disclosures in the financial statements, sufficient to give reasonable assurance that the financial statements are free from material misstatement, whether caused by fraud or error. This includes and assessment of

- whether the accounting policies are appropriate to the Institute's circumstances, and have been consistently applied and adequately disclosed

- the reasonableness of significant accounting estimates made in the preparation of the financial statements, and the overall presentation of the financial statements

I also seek to obtain evidence about the regularity of financial transactions in the course of audit.

In addition, I read the Institute's annual report to identify material inconsistencies with the audited financial statements and to identify any information that is apparently materially incorrect based on, or materially inconsistent with, the knowledge acquired by me in the course of performing the audit. If I become aware of any apparent material misstatements or inconsistencies, I consider the implications for my report.

Opinion on the financial statements

In my opinion, the financial statements

- give a true and fair view of the assets, liabilities and financial position of the Group and Institute as at 31 August 2016 and of the income and expenditure of the Group for the year then ended; and
- have been properly prepared in accordance with generally accepted accounting practice.

In my opinion, the accounting records of the Institute were sufficient to permit the financial statements to be readily and properly audited. The financial statements are in agreement with the accounting records.

Future pension arrangements

Without qualifying my opinion on the financial statements, I draw attention to Note 1h Employee Benefits.

Employees of the Institute are members of two defined benefit pension schemes: the Single Public Service Pension Scheme and the Education Sector Superannuation Scheme 2015. The Institute has not provided in these financial statements for the cost of future benefits that have accrued to staff members under the schemes.

The Single Scheme applies to Institute staff that joined the public sector as new entrants on or after 1 January 2013. The Institute is prescribed in legislation as a relevant authority for the purposes of the Scheme, and is liable to meet future pension payments. The Scheme states that Oireachtas funding will be provided to meet such obligations.

Employees recruited to the Institute before 1 January 2013 became members of the Education Sector Superannuation Scheme 2015. This provides that the payment of Scheme benefits is a function of the Institute. In reality, however, the payment and funding mechanisms have remained unchanged since the introduction of the Scheme i.e. pension payments continue to be funded directly under Vote 26 Education and Skills and are paid on the Department's behalf by the Payroll Shared Services Centre, on an agency basis.

The Department of Education and Skills is seeking legal advice in relation to where the responsibility lies for pension liabilities under the 2015 Scheme.

Matters on which I report by exception

I report by exception if I have not received all the information and explanations I required for my audit, or if I find

- any material instance where money has not been applied for the purposes intended or where the transactions did not conform to the authorities governing them, or
- the information given in the Institute's annual report is not consistent with the related financial statements or with the knowledge acquired by me in performing the audit, or
- the statement on internal control does not reflect the Institute's compliance with the Code of Governance of Irish Institutes of Technology, or
- there are other material matters relating to the manner in which public business has been conducted.

I have nothing to report in regard to those matters upon which reporting is by exception.

Seamus McCarthy
Comptroller and Auditor General


23 August 2 017

6.2.4 Consolidated Statement of Income & Expenditure for year ended 31 August 2016

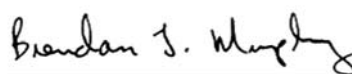
| | Note | Consolidated 31/08/16 €000's | Institute 31/08/16 €000's | Restated Consolidated 31/08/15 €000's | Restated Institute 31/08/15 €000's |
|--|------|------------------------------------|---------------------------------|--|---|
| Income | | | | | |
| State Grants | 3 | 38,456 | 38,456 | 37,425 | 37,425 |
| Tuition Fees | 4 | 34,891 | 34,891 | 30,681 | 30,681 |
| Research Grants & Contracts | 5 | 13,157 | 12,462 | 15,294 | 14,685 |
| Student Support Funding | 7 | 486 | 486 | 480 | 480 |
| Other Income | 8 | 6,836 | 3,485 | 6,955 | 3,570 |
| Amortisation of Deferred Capital Grants | 19 | 5,885 | 5,844 | 5,860 | 5,808 |
| Interest Income | | 34 | 34 | 78 | 78 |
| Total Income | | 99,745 | 95,658 | 96,773 | 92,727 |
| Expenditure | | | | | |
| Staff costs | 9 | 68,284 | 66,507 | 66,505 | 65,006 |
| Other Operating Expenses | 10 | 24,800 | 22,751 | 25,183 | 22,900 |
| Depreciation | 12 | 6,037 | 5,839 | 6,107 | 5,929 |
| Total Expenditure | | 99,121 | 95,097 | 97,795 | 93,835 |
| Surplus/(Deficit) before other gains/(losses) and share of surplus/(deficit) in joint ventures & associates | | 624 | 561 | (1,022) | (1,108) |
| Share of Operating Surplus/(Deficit) in Joint Venture | | 97 | 97 | - | - |
| Surplus/(Deficit) before Tax | | 721 | 658 | (1,022) | (1,108) |
| Taxation | | - | - | (1) | - |
| Surplus/(Deficit) for the year before appropriations | | 721 | 658 | (1,023) | (1,108) |
| Transfers to capital development reserve | | (30) | (30) | (795) | (795) |
| Restricted Comprehensive Income for the Year | | 3 | 3 | 289 | 289 |
| Surplus/(Deficit) for the year after appropriations | 11 | 694 | 631 | (1,529) | (1,614) |

The Consolidated Statement of Income and Expenditure includes all gains and losses recognised in the year. Notes 1 – 30 form part of these financial statements.

Signed on behalf of the Governing Body



Chairman: Mr Bob Savage
Date: 8/8/2017



President: Dr Brendan J. Murphy
Date: 8/8/2017

6.2.5 Consolidated Statement of Changes in Reserves and Capital Account for year ended 31 August 2016

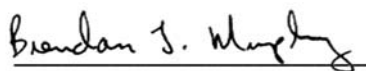
| | Note 19 | Note 21 | Capital Reserve | Restated Revenue Reserves | Total |
|---|----------------------------------|--------------------------------------|-------------------------|---------------------------|----------------|
| | Restated Deferred Capital Grants | Restated Capital Development Reserve | Student Services Co Ltd | Restated Revenue Reserves | Total |
| | €000's | €000's | €000's | €000's | €000's |
| Opening Balance at 1 September 2014 | 107,081 | 6,217 | 312 | 1,281 | 114,891 |
| Deficit for the year before appropriations | - | - | - | (891) | (891) |
| Amortisation of Deferred Capital Grants | (5,860) | - | - | - | (5,860) |
| Restatement of Fixed Assets | (444) | - | - | - | (444) |
| Restatement of Fixed Assets - SS Co Ltd | (132) | - | - | - | (132) |
| Research Grants & Contract allocated to Capital | 1,107 | - | - | - | 1,107 |
| Fees allocated to Capital | 91 | - | - | - | 91 |
| State Grant Allocated to Capital | 1,383 | - | - | - | 1,383 |
| Transfer to CDR | - | 927 | - | (927) | - |
| Transfer to Expenditure | - | (289) | - | 289 | - |
| Transfer from CDR to DCG | 576 | (576) | - | - | - |
| Balance at 31 August 2015 | 103,802 | 6,279 | 312 | (248) | 110,145 |
| Surplus for the year before appropriations | - | - | - | 721 | 721 |
| Amortisation of Deferred Capital Grants | (5,885) | - | - | - | (5,885) |
| Research Grants & Contract allocated to Capital | 782 | - | - | - | 782 |
| Fees allocated to Capital | 29 | - | - | - | 29 |
| State Grant Allocated to Capital | 1,335 | - | - | - | 1,335 |
| Transfer to CDR | - | 30 | - | (30) | - |
| Transfer to Expenditure | - | (3) | - | 3 | - |
| Transfer from CDR to DCG | 1,485 | (1,485) | - | - | - |
| Balance at 31 August 2016 | 101,548 | 4,821 | 312 | 446 | 107,127 |

Notes 1 – 30 form part of these financial statements.

Signed on behalf of the Governing Body



Chairman: Mr Bob Savage
Date: 8/8/2017



President: Dr Brendan J. Murphy
Date: 8/8/2017

6.2.6 Consolidated and Institute Statement of Financial Position for year ended 31 August 2016

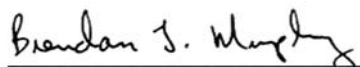
| | Note | Consolidated 31/08/16 €000's | Institute 31/08/16 €000's | Restated Consolidated 31/08/15 €000's | Restated Institute 31/08/15 €000's |
|---|------|------------------------------------|---------------------------------|--|---|
| Fixed Assets | | | | | |
| Property, plant & equipment | 12 | 102,587 | 101,956 | 104,576 | 104,129 |
| Investments | 13 | 166 | - | 170 | - |
| Investments in joint ventures | 13 | 50 | 50 | 50 | 50 |
| | | 102,803 | 102,006 | 104,796 | 104,179 |
| Current Assets | | | | | |
| Inventory | | 111 | - | 90 | - |
| Receivables | 14 | 5,213 | 5,080 | 10,340 | 10,293 |
| Cash and Cash Equivalents | 15 | 13,931 | 12,965 | 9,234 | 8,019 |
| | | 19,255 | 18,045 | 19,664 | 18,312 |
| Less Payables; Amounts due within 1 year | 16 | (14,633) | (14,312) | (14,369) | (14,037) |
| Net Current Liabilities | | 4,622 | 3,733 | 5,295 | 4,275 |
| Total Assets less Current Liabilities | | 107,425 | 105,739 | 110,091 | 108,454 |
| Payables; Amounts due after 1 year | 17 | (3) | (3) | (89) | (89) |
| Provisions for Liabilities & Charges | 20 | (286) | (286) | 143 | 143 |
| Total Net Assets | | 107,136 | 105,450 | 110,145 | 108,508 |
| Deferred Capital Grants | 19 | 101,548 | 101,483 | 103,802 | 103,723 |
| Capital Development Reserve | 21 | 4,812 | 4,812 | 6,270 | 6,270 |
| Capital Reserve - Student Services Co Ltd | | 321 | - | 321 | - |
| Restricted Reserve | | 9 | 9 | - | - |
| | | 5,142 | 4,821 | 6,591 | 6,270 |
| Unrestricted Reserves | | 446 | (854) | (248) | (1,485) |
| Income & Expenditure Reserve | | 446 | (854) | (248) | (1,485) |
| | | 446 | (854) | (248) | (1,485) |
| Total | | 107,136 | 105,450 | 110,145 | 108,508 |

Notes 1 – 30 form part of these financial statements.

Signed on behalf of the Governing Body



Chairman: Mr Bob Savage
Date: 8/8/2017



President: Dr Brendan J. Murphy
Date: 8/8/2017

6.2.7 Consolidated Statement of Cash Flows for year ended 31 August 2016

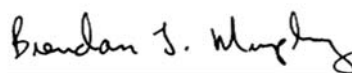
| | Year Ended 31/08/16 €000's | Year Ended 31/08/15 €000's |
|--|----------------------------------|----------------------------------|
| Net Cash flow from operating Activities | | |
| Surplus/(Deficit) for year | 721 | (1,023) |
| Depreciation of fixed assets | 6,037 | 6,107 |
| Amortisation of deferred capital grants | (5,886) | (5,860) |
| Adjustment for Non State Assets 2014/15 | - | (576) |
| (Increase)/Decrease in Stock | (21) | 10 |
| Decrease/(Increase) in Receivables | 5,556 | (4,494) |
| Increase in Payables | 178 | 3,713 |
| Decrease in Investments | 4 | 35 |
| Loss on Fixed Asset Disposal | 1 | 3 |
| Investment Income | (195) | - |
| Interest Income | (34) | (78) |
| State funds allocated to capital | 2,146 | 2,581 |
| Increase in Restricted Reserve | 9 | - |
| Transfer from capital reserve account | - | 132 |
| Operating Cash Inflow from Operating Activities | 8,516 | 550 |
| Cash Flows from Investing Activities | | |
| Payments to acquire property, plant & equipment | (4,048) | (3,157) |
| Net Cash Flows from Investing Activities | (4,048) | (3,157) |
| Cash Flows from Financing activities | | |
| Investment Income | 195 | - |
| Interest Received | 34 | 139 |
| Net Cash Flows from Financing activities | 229 | 139 |
| Net increase/(decrease) in cash equivalents in the year | 4,697 | (2,468) |
| Cash & Cash Equivalents at 1 September | 9,234 | 11,702 |
| Cash & Cash Equivalents at 31 August | 13,931 | 9,234 |

Notes 1 – 30 form part of these financial statements.

Signed on behalf of the Governing Body



Chairman: Mr Bob Savage
Date: 8/8/2017



President: Dr Brendan J. Murphy
Date: 8/8/2017

6.2.8 Notes to the Financial Statements for year ended 31 August 2016

1. Significant Accounting Policies

The accounting policies which are considered material in relation to the financial statements are summarised below. They have all been applied consistently throughout the year and to the preceding year.

a) General Information and Statement of Compliance

The primary objectives of the Institute are to provide third level education and other associated activities.

The financial statements have been prepared under the historical cost convention, and in accordance with Financial Reporting Standard 102 (FRS 102) issued by the Financial Reporting Council, and promulgated for use in Ireland by Chartered Accountants Ireland and with the requirements of the Higher Education Authority. The prior year financial statements were restated for material adjustments on adoption of FRS 102 in the current year. *For more information see note 26.*

The functional currency of FRS 102 Cork Institute of Technology is considered to be Euro because that is the currency of the primary economic environment in which the Institute operates. The consolidated financial statements are also presented in Euro. Foreign operations are included in accordance with the policies set out below. The date of transition to FRS 102 is 1 September 2014.

b) Basis of Consolidation

The Group financial statements consolidate the financial statements of the Institute and its subsidiary undertakings made up to 31 August 2016.

The results of subsidiaries acquired or sold are consolidated for the periods from or to the date on which control passed.

Where necessary, adjustments are made to the financial statements of subsidiaries to bring the accounting policies used into line with those used by the Group. All intra-group transactions, balances, income and expenses are eliminated on consolidation.

c) Property, Plant and Equipment

(i) Land and Buildings

Tangible fixed assets are stated at cost or valuation, net of depreciation and any provision for impairment. Depreciation is provided on all tangible fixed assets, other than investment properties and freehold land, at rates calculated to write off the cost or valuation, less estimated residual value, of each asset on a straight-line basis over its expected useful life, as follows:

| | |
|--------------------|---------------|
| Freehold buildings | 30 - 50 years |
|--------------------|---------------|

Residual value represents the estimated amount which would currently be obtained from disposal of an asset, after deducting estimated costs of disposal, if the asset were already of the age and in the condition expected at the end of its useful life.

(ii) Equipment

From 1 September 2009, equipment costing less than €3,000 per individual item is written off to the income and expenditure account in the year of acquisition. Where individual items of equipment purchased are below the capitalisation limit (€3,000) and the total purchase invoice is in excess of the limit, these items are individually capitalised in the normal way. All other equipment is capitalised at cost. Capitalised equipment is depreciated on a straight line basis over its useful economic life as follows:

| | |
|---------------------------------------|--------------|
| Fixtures & Fittings including Prefabs | 5 - 10 years |
| Car Parks | 20 years |
| Computer equipment | 3 years |
| Plant & Machinery | 10 years |
| Equipment | 5 years |
| Motor Vehicles | 5 years |

All equipment funded from Research Grants and Contracts is depreciated over the life of the assets in line with the policy for all other Fixed Assets.

Assets in the Student Services Company Limited are depreciated over 2-5 years - straight line.

d) Joint Venture Undertakings

In the Institute financial statements, investments in associates are accounted for using the equity method. Investments in joint venture undertakings are initially recognised at the transaction price (including transaction costs) and are subsequently adjusted to reflect the Institute's share of the profit or loss and other comprehensive income of the associate. Goodwill arising on the acquisition of associates is accounted for in accordance with the policy set out above. Any unamortised balance of goodwill is included in the carrying value of the investment in joint venture undertakings.

In the Institute financial statements investments in joint venture undertakings are accounted for at cost less impairment.

e) Inventory

Inventory is stated at the lower of cost and estimated selling price less costs to sell, which is equivalent to the net realisable value. Cost is calculated using the FIFO (first-in, first-out) method. Provision is made for obsolete, slow-moving or defective items where appropriate.

Stock shown in the Statement of Financial Position relates to merchandise in Cosmos Education Limited and consumable stock in the Student Services Company Limited.

f) Taxation

(i) Corporation Tax

As an exempt charity, the Institute is not liable for corporation tax or income tax on any of its charitable activities. It is registered for value added tax, but since the supply of education is an exempt activity on which no output tax is charged it is unable to recover input tax on the majority of its purchases. Certain research and commercial activities within the Institute falls into the VAT net, any input or output tax relating to these activities is returned to the Revenue by the Institute.

(ii) Deferred Taxation

In subsidiary companies, who do not hold a charitable status and are therefore liable to corporation tax, deferred taxation is recognised in respect of all timing differences that have originated but not reversed at the Statement of Financial Position date. Provision is made at the rates expected to apply when the timing differences reverse. Timing differences are differences between taxable profits and results as stated in the financial statements that arise from the inclusion of gains and losses in taxable profits in period's difference from those in which they are recognised in the financial statements.

A net deferred tax asset is regarded as recoverable and, therefore, recognised only when, on the basis of all available evidence, it can be regarded as more likely than not that there will be suitable taxable profits from which the future reversal of the underlying timing differences can be deducted.

g) Recognition of Income

State Grants

Recurrent state grants from the Higher Education Authority and other bodies are recognised in the period in which they are receivable. Non Recurrent Grants from the Higher Education Authority or other bodies received in respect of the acquisition or construction of Fixed Assets are treated as deferred Capital Grants and amortised in line with the depreciation over the life of the assets.

Fee Income

Fee income is accounted for on an accruals basis.

Research Grants and Contracts

Income from research grants and contracts is matched to expenditure and included in the year the expenditure is incurred unless the grant has performance related conditions or restrictions associated with it. The most common classes of such transactions are set out below:

(i) Donations with No Restrictions

Donations with no restrictions include amounts given to the Institute by way of cash or asset with no restriction as to how the donation should be used. Such donations are recorded in the Statement of Income and Expenditure on entitlement to the income.

(ii) Donations with Restrictions

Donations with restrictions are recorded within the Statement of Income & Expenditure on entitlement to the income. The restricted income received is held in the temporarily restricted reserve until such time that the expenditure is incurred in accordance with the restrictions.

(iii) Research Grants with Performance-related Conditions

Income from grants with performance-related conditions is recognised in the Statement of Income and Expenditure when the performance-related conditions are met. Grants with unfulfilled performance related conditions are held as deferred income until such time as the conditions are met, at which point the income is recorded in the Statement of Income and Expenditure.

(iv) Other

Income from other research grants and contracts is matched to expenditure and is included in the income of the year in which the related expenditure has been incurred.

Minor Capital Works

The Minister for Education and Skills introduced a scheme to devolve responsibility to the Institute for Summer and other Capital Works. In all cases Minor Capital Works funding is recognised in the period received.

Income from Short-Term Deposits

All income from short-term deposits is credited to the income and expenditure account in the period in which it is earned.

h) Employee Benefits*(i) Retirement Benefits*

All employees recruited from 1 January 2013 are members of the single public sector pension scheme and all other pension entitlements of staff are conferred under a defined benefit scheme established under the Education Sector Superannuation Scheme 2015.

The superannuation scheme is operated on a Pay As You Go basis and therefore superannuation deductions made from employees are retained by the Institute, as an agreed part of its funding. The Institute does not make contributions towards the scheme and has no obligations in respect of entitlements.

The Single Public Service Pension Scheme (Single Scheme) is the defined benefit pension scheme for pensionable public servants appointed on or after 1 January 2013 in accordance with the Public Service Pensions (Single Scheme and Other Provisions) Act 2012. Deductions made from employees under the Single Scheme are remitted by the Institute to the Department of Public Expenditure and Reform.

The Institute is prescribed in S.I. No 581 of 2012 as a relevant authority for the purposes of the Single Scheme. The Institute had 101 members of the Single Scheme at 31 August 2016.

Future benefits accruing to Scheme members have not been provided for in these financial statements. It is the Institute's opinion (in accordance with Section 44 of the 2012 Act) that any liability in respect of the Single Scheme would be offset by an equivalent asset in respect of future State funding.

The Department of Public Expenditure and Reform is assessing the current arrangements in respect of the Single Scheme and is considering a number of options in relation to the future payment of benefits and financing of those benefits.

(ii) Short-Term Benefits

Short-term benefits such as holiday pay are recognised as an expense in the year, and benefits that are accrued at year end are included in the Payables figure in the Statement of Financial Position. There is no accrual for holiday pay for Academic staff at year end due to the nature of their contracts.

i) Foreign Currency

Transactions in foreign currencies are recorded at the rate of exchange at the date of the transaction. Monetary assets and liabilities denominated in foreign currencies at the Statement of Financial Position date are reported at the rates of exchange prevailing at that date.

j) Leases

Assets held under finance leases, hire purchase contracts and other similar arrangements, which confer rights and obligations similar to those attached to owned assets, are capitalised as tangible fixed assets at the fair value of the leased asset (or, if lower, the present value of the minimum lease payments as determined at the inception of the lease) and are depreciated over the shorter of the lease terms and their useful lives. The capital elements of future lease obligations are recorded as liabilities, while the interest elements are charged to the profit and loss account over the period of the leases to produce a constant periodic rate of interest on the remaining balance of the liability.

Rentals under operating leases are charged on a straight-line basis over the lease term, even if the payments are not made on such a basis. Benefits received and receivable as an incentive to sign an operating lease are similarly spread on a straight-line basis over the lease term.

k) Deferred Capital Grants

Deferred capital grants represent unamortised value of accumulated funds allocated for fixed assets.

l) Reserves***Capital Development Reserve***

The capital development reserve represents funds set aside by the Institute for specified capital development purposes. Such funds arise from Student Registration Fees, non-state capital donations, banking facility fees and transfers from Revenue Reserves, in the latter case, which have had the prior approval of the Higher Education Authority, together with bank interest earned on these monies. Such funds shall be retained in the Capital Development Reserve Account provided the defined projects to which they are committed are in line with the Institute's Capital Development plan, have been approved by the Governing Body and are time phased and with estimates of costs.

2. Critical Accounting Judgements and Key Sources of Estimation

In the application of the Institute's accounting policies, which are described in note 1, the Governing Authority are required to make judgements, estimates and assumptions about the carrying amounts of assets and liabilities that are not readily apparent from other sources. The estimates and associated assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised if the revision affects only that period, or in the period of the revision and future periods if the revision affects both current and future periods.

Key Source of Estimation Uncertainty – Holiday Pay Accrual

The holiday pay accrual is calculated by reference to the days holidays outstanding at the year end. Academic staff do not require an accrual at year end due to the nature of their contract. There is no need for a transition adjustment in respect of holiday pay, if the accrual at 31 August is less than 5% of the salaries and wages cost for the year ended 31 August.

3. State Grants

| | Allocated for Recurrent Expenditure €000's | Allocated for Capital Expenditure €000's | 2016 Total €000's | Restated 2015 Total €000's |
|-----------------------------|---|---|-------------------------|-------------------------------------|
| Recurrent Expenditure - HEA | 38,192 | 674 | 38,866 | 37,896 |
| Capital Grant - HEA | 264 | 636 | 900 | 900 |
| Total 2016 | 38,456 | 1,310 | 39,766 | 38,796 |
| Total 2015 | 37,425 | 1,371 | 38,796 | |

4. Tuition Fees and Student Contribution

| | 2016 | | | | 2015 | | | |
|---|-----------------|-----------------|---------------------|-----------------|-----------------|-----------------|---------------------|-----------------|
| | Students WTE | State Funded | Non State Funded | Total €000's | Students WTE | State Funded | Non State Funded | Total €000's |
| Fees paid by State | 6,531 | 5,150 | - | 5,150 | 6,153 | 5,619 | - | 5,619 |
| Non EU Fees | 176 | - | 2,312 | 2,312 | 179 | - | 1,871 | 1,871 |
| Fees paid by Students or on behalf of Students | 990 | - | 2,558 | 2,558 | 1,036 | - | 1,688 | 1,688 |
| Life Long Learning and other fees | 1,680 | - | 3,467 | 3,467 | 1,819 | - | 3,226 | 3,226 |
| Student Contribution inc repeat exam fees | - | 9,869 | 11,564 | 21,433 | - | 8,757 | 9,611 | 18,368 |
| | 9,377 | 15,019 | 19,901 | 34,920 | 9,187 | 14,376 | 16,396 | 30,772 |
| Capital Items charged to Life Long Learning | - | - | (29) | (29) | - | - | (91) | (91) |
| Student Numbers/ Net Fee Income | 9,377 | 15,019 | 19,872 | 34,891 | 9,187 | 14,376 | 16,305 | 30,681 |

The Higher Education Authority paid tuition fees in the year of €3.611m for full-time Degree courses, and €758k for Higher Certificate and Ordinary Degree courses and €781k for Springboard/ICT Skills, the total costs of which are part funded by the European Social Fund. SUSI paid fees in the year of €9.852m in 2016 (€8.638m in 2015).

Student numbers are stated as whole time equivalents based on enrolled credits.

Capital Items of €29k (2015 €91k) have been charged against Life Long Learning.

5. Research Grants and Contracts

| | 2016 Total €000's | 2015 Total €000's |
|----------------------|----------------------------------|----------------------------------|
| Income | | |
| State HEA | 484 | 759 |
| State Other | 6,231 | 7,958 |
| European Union | 4,238 | 2,662 |
| Industry | 763 | 1,092 |
| Other | 2,222 | 3,486 |
| Allocated to Capital | (781) | (663) |
| | <u>13,157</u> | <u>15,294</u> |
| Expenditure | | |
| Pay Costs | 6,342 | 7,008 |
| Non Pay Costs | 6,863 | 6,226 |
| | <u>13,205</u> | <u>13,234</u> |
| Net Outcome | (48) | 2,060 |

Included in the Research Grant and Contract Income is an amount of €1,124k in respect of overhead recovery. The balance represents direct costs recovered for research work undertaken. The HEA paid grants towards Research & Development of €2.113m in 2016 (€1.015m in 2015).

6. Analysis of State Derived Income

| Name of Grantor | Op Deferral 01/09/15 €000's | Grant received €000's | CL Deferral 31/08/16 €000's | I&E 2016 | Reason for Deferral |
|---|--|--------------------------------------|--|----------------------|--------------------------------|
| Note 3 - State Grant | | | | | |
| HEA | (304) | 40,578 | 508 | 39,766 | <i>Grant Allocation</i> |
| Allocated for Capital Expenditure | - | - | - | (1,310) | |
| State Income | <u>(304)</u> | <u>40,578</u> | <u>508</u> | <u>38,456</u> | |
| Note 4 - Tuition Fees and Student Contribution | | | | | |
| HEA | - | 5,150 | - | 5,150 | |
| Fáilte Ireland | - | - | - | - | |
| Dept. of Education & Science | - | 17 | - | 17 | |
| SUSI | - | 9,852 | - | 9,852 | |
| Tuition fees and student contribution | <u>-</u> | <u>15,019</u> | <u>-</u> | <u>15,019</u> | |

6. Analysis of State Derived Income (continued)

| Name of Grantor | Op Deferral 01/09/15 €000's | Grant received €000's | CL Deferral 31/08/16 €000's | I&E 2016 | Reason for Deferral |
|---|--------------------------------------|-----------------------------|--------------------------------------|----------|-----------------------------|
| Note 5 - Research Grants & Contracts | | | | | |
| Bord Iascaigh Mhara | (3) | 14 | 10 | 1 | <i>Projects in Progress</i> |
| Cork County Council | 16 | 49 | 3 | 62 | " |
| Irish Coastguard | 7 | 34 | 8 | 33 | " |
| Cork City Council | 50 | 109 | 1 | 158 | " |
| Department of Agriculture & Food | 186 | 45 | 102 | 129 | " |
| Department of Arts Sports & Tourism | 12 | - | - | 12 | " |
| Department of Foreign Affairs | - | - | 2 | (2) | " |
| Department of Education & Skills | - | 93 | (25) | 118 | " |
| Enterprise Ireland | (62) | 3,047 | 224 | 2,761 | " |
| Environmental Protection Agency | 78 | 677 | 141 | 614 | " |
| Electricity Supply Board | 256 | 145 | 199 | 202 | " |
| Fáilte Ireland | 20 | 1 | - | 21 | " |
| Higher Education Authority | (1,797) | 2,113 | (167) | 483 | " |
| Health Services Executive | 18 | 1 | 17 | 2 | " |
| International Centre for Graduate Education | 4 | - | - | 4 | " |
| Irish Research Council | 87 | 176 | 39 | 224 | " |
| Irish Design 2015 | - | 3 | - | 3 | " |
| Leargas | 35 | 19 | (17) | 71 | " |
| Marine Institute | - | 37 | 24 | 13 | " |
| Port of Waterford | - | 2 | - | 2 | " |
| Irish Revenue Commissioners | 9 | 8 | - | 17 | " |
| University College Cork | (117) | 208 | (61) | 152 | " |
| Irish Naval Service | - | 24 | - | 24 | " |
| Waterford City Fire Service | - | 4 | 2 | 2 | " |
| Drogheda Port Company | - | 6 | - | 6 | " |
| Department of Defence | - | 6 | - | 6 | " |
| National Forum for Teaching & Learning | 85 | 80 | 57 | 108 | " |
| National Centre for Excellence in Mathematics & Science Teaching & Learning | 4 | 15 | (4) | 23 | " |
| National Disability Authority | - | 1 | 1 | - | " |
| Quality and Qualifications Ireland | - | 5 | 5 | - | " |
| Sustainable Energy Ireland | (46) | 84 | - | 38 | " |
| Science Foundation Ireland | (77) | 1,572 | 438 | 1,057 | " |
| Teagasc | 19 | 225 | 37 | 207 | " |
| Technological Higher Education Association | (61) | - | (98) | 37 | " |
| University College Dublin | - | 14 | 6 | 8 | " |

6. Analysis of State Derived Income (continued)

| Name of Grantor | Op Deferral 01/09/15 €000's | Grant received €000's | CL Deferral 31/08/16 €000's | I&E 2016 | Reason for Deferral |
|---|--------------------------------------|-----------------------------|--------------------------------------|--------------|-----------------------------|
| Note 5 - Research Grants & Contracts (contd) | | | | | |
| University of Limerick | 23 | 40 | 4 | 59 | <i>Projects in Progress</i> |
| Local Councils - Other | - | 2 | - | 2 | " |
| Institutes of Technology - Other | (49) | 95 | 11 | 35 | " |
| SOLAS | (49) | 53 | - | 4 | " |
| Port Companies - Other | - | 15 | - | 15 | " |
| Commissioners of Irish Lights | - | 2 | - | 2 | " |
| Department of Transport | - | 1 | - | 1 | " |
| Department of Social Protection | - | 1 | - | 1 | " |
| Research grants & contracts | (1,352) | 9,026 | 959 | 6,715 | |
| Note 7 - Student Support Funding | | | | | |
| HEA | 57 | 541 | 86 | 512 | |
| Allocated for Capital Expenditure | - | - | - | (26) | |
| Student Support Funding | 57 | 541 | 86 | 486 | |

7. Student Support Funding

| | Disabilities €000's | 2016 Assistance €000's | Total €000's | 2015 Total €000's |
|----------------------------|------------------------|------------------------------|-----------------|-------------------------|
| Balance at 1 September | 50 | 7 | 57 | - |
| Receipts: | | | | |
| Higher Education Authority | 201 | 340 | 541 | 549 |
| Amounts Applied: | | | | |
| Pay Costs | 81 | | 81 | 90 |
| Non Pay Costs | 126 | 279 | 405 | 390 |
| Total Expenditure | 207 | 279 | 486 | 480 |
| Equipment | 26 | - | 26 | 12 |
| Balance at 31 August | 18 | 68 | 86 | 57 |

Funding is provided by the Higher Education Authority under the National Development Plan and is part funded by the European Social Fund.

8. Other Income

| | 2016 Total €000's | 2015 Total €000's |
|------------------------------------|--|--|
| Superannuation deductions retained | 3,407 | 3,401 |
| Rental of Facilities | 24 | 18 |
| Sundry Income | 54 | 151 |
| Student Services Company Limited | 3,351 | 3,385 |
| Net Outcome | 6,836 | 6,955 |

The income from the CIT Student Services Company Limited is generated from the provision of a mini market, bistro, shop and canteen services to the students of CIT.

9. Staff Costs

The average number of persons (including senior post-holders) employed by the Institute during the year, expressed in full time equivalent is:

| | 2016 No. of employees | 2015 No. of employees |
|-------------------------------------|--|--|
| Teaching and research | 658 | 667 |
| Technical | 132 | 131 |
| Central administration and services | 206 | 200 |
| | 996 | 998 |

| | 2016 €000's | 2015 €000's |
|------------------------|------------------------------|------------------------------|
| Salaries and wages | 62,882 | 61,383 |
| Social welfare costs | 5,268 | 5,001 |
| Employer welfare costs | 134 | 121 |
| | 68,284 | 66,505 |

Key Management Compensation

The total remuneration for key management personnel for the year totalled €172,830 (2015: €166,135). Key management personnel in the Institute consist of the President and members of the Governing Body. The total amount paid to the President for the year was €146,034 for remuneration and €9,695 for expenses (2015: €146,034 for remuneration and €9,115 for expenses).

Higher Paid Staff

The Institute has adopted a starting value of €60,000 to identify higher paid staff. Staff remuneration, in salary bands of €10,000, using €60,000 as the starting value, is as follows:

| Salary Bands | Year Ended 31 August 2016 | Year Ended 31 August 2015 |
|--------------------|---------------------------------|------------------------------|
| 60,000 - 70,000 | 156 | 142 |
| 70,001 - 80,000 | 188 | 165 |
| 80,001 - 90,000 | 68 | 84 |
| 90,001 - 100,000 | 32 | 35 |
| 100,001 - 110,000 | 4 | 4 |
| 110,001 - 120,000 | - | - |
| 120,001 - 130,000 | - | - |
| 130,001 - 140,000 | - | - |
| 140,001 - 150,000 | 2 | 2 |
| > 150,000 | - | - |
| Grand Total | 450 | 432 |

10. Operating Expenses

| | 2016 | | | 2015 | |
|-----------------------------|---------------------|------------------------|--|-----------------|-----------------|
| | Pay Costs €000's | Depreciation €000's | Other Operating Expenses €000's | Total €000's | Total €000's |
| Academic Departments | 48,839 | 969 | 4,487 | 54,295 | 53,119 |
| Academic Services | 1,958 | 316 | 1,073 | 3,347 | 3,482 |
| Facilities | 1,570 | 1,504 | 4,763 | 7,837 | 7,014 |
| Central Admin | 6,906 | 1,524 | 2,935 | 11,365 | 11,334 |
| General Education | 512 | - | 546 | 1,058 | 909 |
| Student Services | 2,076 | 385 | 3,728 | 6,189 | 6,508 |
| Student Support Funding | 81 | - | 405 | 486 | 480 |
| Research Grants & Contracts | 6,342 | 1,339 | 6,863 | 14,544 | 14,949 |
| Total Expenditure | 68,284 | 6,037 | 24,800 | 99,121 | 97,795 |
| Total 2015 | 66,505 | 6,107 | 25,183 | 97,795 | |

Analysis of Other Operating Expenditure

| | Consolidated 2016 €000's | Consolidated 2015 €000's |
|---|---|---|
| Materials & other Consumables | 3,008 | 3,155 |
| Library Materials | 232 | 216 |
| Computer costs | 1,025 | 1,295 |
| General Education | 1,951 | 2,171 |
| Services to students - <i>restated 2015</i> | 1,292 | 1,291 |
| Project Partners - <i>restated 2015</i> | 2,406 | 755 |
| Equipment | 843 | 837 |
| Premises Costs | 5,757 | 5,739 |
| Travel & Subsistence/Hospitality & seminars | 2,250 | 2,369 |
| Personnel Costs | 949 | 1,012 |
| Professional fees | 3,444 | 3,818 |
| Auditors Remuneration | 36 | 35 |
| Communications | 264 | 264 |
| Stationery & office materials | 816 | 850 |
| General advertising & Publicity | 255 | 397 |
| Insurance | 367 | 364 |
| Movement in Bad Debt Provision | (286) | 143 |
| Finance costs | 137 | 389 |
| Loss on asset disposal | 1 | 3 |
| Other | 53 | 80 |
| | 24,800 | 25,183 |

11. Surplus / (Deficit) for the Year

The surplus / (deficit) for the year on continuing operations is made up as follows:

| | 2016 €000's | 2015 €000's |
|--|------------------------|------------------------|
| Institute surplus/(deficit) for the year | 630 | (1,607) |
| Surplus generated by subsidiaries and other undertakings | 64 | 78 |
| | 694 | (1,529) |

12. Property, Plant and Equipment

| Consolidated | | | | | | | |
|----------------------------|--|---|--------------------------------------|---|---|----------------------------------|-------------------------|
| | Land & buildings €000's | Fixtures & fittings €000's | Computer equipment €000's | Plant & machinery €000's | Furniture & equipment €000's | Motor Vehicles €000's | Total €000's |
| Cost | | | | | | | |
| At 1 September 2015 | 144,476 | 10,568 | 12,767 | 6,530 | 18,988 | 371 | 193,700 |
| Additions in year | 2,127 | 446 | 520 | 103 | 840 | 12 | 4,048 |
| Disposals in year | (116) | (134) | (686) | - | (137) | - | (1,073) |
| At 31 August 2016 | 146,487 | 10,880 | 12,601 | 6,633 | 19,691 | 383 | 196,675 |
| Depreciation | | | | | | | |
| At 1 September 2015 | 46,515 | 8,728 | 12,178 | 3,762 | 17,588 | 353 | 89,124 |
| Charge for year | 3,801 | 651 | 402 | 535 | 637 | 11 | 6,037 |
| Eliminated on disposals | (116) | (134) | (686) | - | (137) | - | (1,073) |
| At 31 August 2016 | 50,200 | 9,245 | 11,894 | 4,297 | 18,088 | 364 | 94,088 |
| Net book value | | | | | | | |
| At 31 August 2016 | 96,287 | 1,635 | 707 | 2,336 | 1,603 | 19 | 102,587 |
| At 1 September 2015 | 97,961 | 1,840 | 589 | 2,768 | 1,400 | 18 | 104,576 |

Lease commitments at 31 August 2016 amounted to €559k (2015 - €317k).

12. Property, Plant and Equipment (continued) – in respect prior year

Consolidated

| | Land & buildings €000's | Fixtures & fittings €000's | Computer equipment €000's | Plant & machinery €000's | Furniture & equipment €000's | Motor Vehicles €000's | Total €000's |
|---------------------------------------|----------------------------|-------------------------------|------------------------------|-----------------------------|---------------------------------|--------------------------|-----------------|
| Cost | | | | | | | |
| At 1 September 2014 | 144,023 | 10,349 | 12,591 | 5,335 | 19,079 | 389 | 191,766 |
| Additions in year | 453 | 612 | 536 | 1,278 | 278 | - | 3,157 |
| Transfers from Assets in Construction | - | - | - | - | - | - | - |
| Disposals in year | - | (393) | (360) | (83) | (369) | (18) | (1,223) |
| At 31 August 2015 | 144,476 | 10,568 | 12,767 | 6,530 | 18,988 | 371 | 193,700 |
| Depreciation | | | | | | | |
| At 1 September 2014 | 43,111 | 8,499 | 11,875 | 3,116 | 17,274 | 362 | 84,237 |
| Charge for year | 3,404 | 621 | 663 | 729 | 681 | 9 | 6,107 |
| Eliminated on disposals | - | (392) | (360) | (83) | (367) | (18) | (1,220) |
| At 31 August 2015 | 46,515 | 8,728 | 12,178 | 3,762 | 17,588 | 353 | 89,124 |
| Net book value | | | | | | | |
| At 31 August 2015 | 97,961 | 1,840 | 589 | 2,768 | 1,400 | 18 | 104,576 |
| At 1 September 2014 | 100,912 | 1,850 | 716 | 2,219 | 1,805 | 27 | 107,529 |

Lease commitments at 31 August 2015 amounted to €317k (2014 - €455k).

12. Property, Plant and Equipment (continued)**Institute Only**

| | Land & buildings €000's | Fixtures & fittings €000's | Computer equipment €000's | Plant & machinery €000's | Furniture & equipment €000's | Motor Vehicles €000's | Total €000's |
|----------------------------|--|---|--------------------------------------|---|---|----------------------------------|-------------------------|
| Cost | | | | | | | |
| At 1 September 2015 | 144,355 | 9,200 | 12,699 | 6,529 | 18,852 | 372 | 192,007 |
| Additions in year | 2,127 | 137 | 451 | 103 | 836 | 12 | 3,666 |
| Disposals in year | - | (8) | (686) | - | (137) | - | (831) |
| At 31 August 2016 | 146,482 | 9,329 | 12,464 | 6,632 | 19,551 | 384 | 194,842 |
| Depreciation | | | | | | | |
| At 1 September 2015 | 46,414 | 7,740 | 12,114 | 3,762 | 17,494 | 354 | 87,878 |
| Charge for year | 3,785 | 492 | 399 | 534 | 618 | 11 | 5,839 |
| Eliminated on disposals | - | (8) | (686) | - | (137) | - | (831) |
| At 31 August 2016 | 50,199 | 8,224 | 11,827 | 4,296 | 17,975 | 365 | 92,886 |
| Net book value | | | | | | | |
| At 31 August 2016 | 96,283 | 1,105 | 637 | 2,336 | 1,576 | 19 | 101,956 |
| At 1 September 2015 | 97,941 | 1,460 | 585 | 2,767 | 1,358 | 18 | 104,129 |

Lease commitments at 31 August 2016 amounted to €559k (2015 - €269k).

12. Property, Plant and Equipment (continued) – in respect prior year

Institute Only

| | Land & buildings €000's | Fixtures & fittings €000's | Computer equipment €000's | Plant & machinery €000's | Furniture & equipment €000's | Motor Vehicles €000's | Total €000's |
|--|-------------------------------|-------------------------------------|---------------------------------|--------------------------------|------------------------------------|-----------------------------|-----------------|
| Cost | | | | | | | |
| At 1 September 2014 | 143,902 | 8,735 | 12,522 | 5,334 | 18,951 | 390 | 189,834 |
| Additions in year | 453 | 479 | 529 | 1,278 | 270 | | 3,009 |
| Transfers from Assets in Construction | - | - | - | - | - | - | - |
| Disposals in year | - | (14) | (352) | (83) | (369) | (18) | (836) |
| At 31 August 2015 | 144,355 | 9,200 | 12,699 | 6,529 | 18,852 | 372 | 192,007 |
| Depreciation | | | | | | | |
| At 1 September 2014 | 43,036 | 7,253 | 11,812 | 3,116 | 17,202 | 363 | 82,782 |
| Transfers | - | - | - | - | - | - | - |
| Charge for year | 3,378 | 500 | 654 | 729 | 659 | 9 | 5,929 |
| Eliminated on disposals | - | (13) | (352) | (83) | (367) | (18) | (833) |
| At 31 August 2015 | 46,414 | 7,740 | 12,114 | 3,762 | 17,494 | 354 | 87,878 |
| Net book value | | | | | | | |
| At 31 August 2015 | 97,941 | 1,460 | 585 | 2,767 | 1,358 | 18 | 104,129 |
| At 1 September 2014 | 100,866 | 1,482 | 710 | 2,218 | 1,749 | 27 | 107,052 |

Lease commitments at 31 August 2015 amounted to €269k (2014 - €341k).

13. Subsidiary Undertakings and Investments

The Institute holds an interest in the following subsidiaries and joint ventures:

Subsidiary Undertakings

CIT Student Services Company Limited was incorporated by the Institute in 1994 for the purpose of provision of shop and canteen services to students. It is a company limited by guarantee and not having share capital.

| | 2016 | 2015 |
|-------------------------------|---------------|---------------|
| | €000's | €000's |
| Profit for the financial year | 37 | 115 |
| Net Assets | 1,294 | 1,257 |

CIT Innovation Centre DAC, t/a The Rubicon, was established in August 2004 and is the on campus incubation centre for the Institute. The company is a wholly owned subsidiary.

| | 2016 | 2015 |
|--------------------------------------|---------------|---------------|
| | €000's | €000's |
| Profit/(Loss) for the financial year | 33 | (19) |
| Net Assets | 47 | 14 |

CIT Foundation Limited was established by the Institute in July 2007 to raise funds and receive donations. It is a company limited by guarantee and not having share capital.

| | 2016 | 2015 |
|--------------------------------------|---------------|---------------|
| | €000's | €000's |
| Profit/(Loss) for the financial year | 5 | (5) |
| Net Assets | 319 | 314 |

Cosmos Education Limited was established by the Institute in January 2008 for the purpose of delivering educational, research and training services through the operation of a scientific, educational and cultural exhibition in Blackrock Castle Observatory Cork. It is a company limited by guarantee and not having share capital.

| | 2016 | 2015 |
|-------------------------------|---------------|---------------|
| | €000's | €000's |
| Profit for the financial year | 3 | 1 |
| Net Assets | 10 | 3 |

CIT Infinite DAC was established by the Institute in December 2015 to manage CIT's interest in a horizontal Internet of Things testbed called INFINITE. The company is a wholly owned subsidiary. The company did not trade in the financial period.

Joint Ventures

GAC Training and Service Solutions Limited (GTSS) was established in February 2010 and is in the business of commercial training in the maritime areas of oil, gas, chemicals and traded commodities. CIT's investment comprises 25,000 shares and this represents a 50% shareholding with GAC Shipping UK Limited who hold the other 50% shareholding. At 31 August 2016, a balance of €0k (2015: €92k) was owed to Cork Institute of Technology.

Seftec NMCI Offshore Training Limited (SNO) was established in May 2010 and is in the business of providing courses and consultancy to the offshore and maritime industry both in Ireland and abroad. CIT's investment comprises 25,000 shares and this represents a 50% shareholding with SEFTec Global Training Ireland Limited who hold the other 50% shareholding. At 31 August 2016, a balance of €24k (2015: €30k) was due from Cork Institute of Technology.

The Institute holds minority shareholdings in a number of campus companies. The carrying value of such investments in the Institute financial statements are €273.84.

Investments

| | Consolidated | | Institute | |
|----------------------------------|--------------|------------|-----------|----------|
| | 2016 | 2015 | 2016 | 2015 |
| | €000's | €000's | €000's | €000's |
| Investments held are as follows: | | | | |
| At 1 September | 170 | 205 | - | - |
| Disposal | - | (50) | - | - |
| Movement of investments | (4) | 15 | - | - |
| At 31 August | 166 | 170 | - | - |

14. Receivables

| | Consolidated | | Institute | |
|--|--------------|------------------|--------------|------------------|
| | 2016 | Restated 2015 | 2016 | Restated 2015 |
| | €000's | €000's | €000's | €000's |
| Trade Receivables | 740 | 1,511 | 666 | 1,437 |
| Research grants and contracts receivable | 2,905 | 5,694 | 2,700 | 5,596 |
| State Grant receivable | 314 | 304 | 314 | 304 |
| Academic fees receivable | 764 | 1,004 | 764 | 1,004 |
| Prepayments | 379 | 1,694 | 379 | 1,694 |
| Amounts due from subsidiary undertakings | - | - | - | - |
| Other receivables | 302 | 307 | 257 | 258 |
| Elimination of Inter Co receivables | (191) | (174) | - | - |
| | 5,213 | 10,340 | 5,080 | 10,293 |

The academic fees receivable for 2015 was restated to reflect 2014/15 fees only.

15. Cash and Cash Equivalents

| | Consolidated | | Institute | |
|--|---------------|--------------|---------------|--------------|
| | 2016 | 2015 | 2016 | 2015 |
| | €000's | €000's | €000's | €000's |
| Cash at bank including balances held on short term deposit | 9,931 | 4,234 | 8,965 | 3,019 |
| Restricted bank balances | 4,000 | 5,000 | 4,000 | 5,000 |
| | 13,931 | 9,234 | 12,965 | 8,019 |

16. Payables: amounts falling due within one year

| | Consolidated | | Institute | |
|--|----------------|----------------------------|----------------|----------------------------|
| | 2016 €000's | Restated 2015 €000's | 2016 €000's | Restated 2015 €000's |
| Trade payables | 91 | 232 | 37 | 62 |
| Research grants and contracts in advance | 5,143 | 4,360 | 4,802 | 4,161 |
| Tuition fees received in advance | 535 | 2,256 | 535 | 2,256 |
| State grants received in advance | 822 | - | 822 | - |
| Accruals | 6,268 | 5,650 | 6,186 | 5,559 |
| Leases (note 18) | 85 | 85 | 85 | 85 |
| Other tax and social security in advance | 1,747 | 1,897 | 1,712 | 1,851 |
| Other payables in advance | 133 | 63 | 133 | 63 |
| Elimination of Inter Co payables | (191) | (174) | - | - |
| Total Creditors | 14,633 | 14,369 | 14,312 | 14,037 |

The academic fees receivable for 2015 was restated to reflect 2014/15 fees only.

17. Payables: amounts falling due after more than one year

| | Consolidated | | Institute | |
|-----------------------------------|----------------|----------------|----------------|----------------|
| | 2016 €000's | 2015 €000's | 2016 €000's | 2015 €000's |
| Other lease obligations (note 18) | 3 | 89 | 3 | 89 |
| | 3 | 89 | 3 | 89 |

18. Lease Commitments

| | Land & Buildings | Land & Buildings | Other | Other |
|--|---------------------|---------------------|----------------|----------------|
| | 2016 €000's | 2015 €000's | 2016 €000's | 2015 €000's |
| Operating Leases | | | | |
| Total future minimum lease payments under non-cancellable operating leases are as follows: | | | | |
| Within 1 Year | 203 | 251 | 85 | 85 |
| Between 2 & 5 Years | 356 | 66 | 3 | 89 |
| Finance Lease | - | - | - | - |
| Greater than 5 years | - | - | - | - |
| Total Commitments | 559 | 317 | 88 | 174 |

The Institute entered into a 3 year, interest free, lease to replace its existing IT Firewall. The lease expires in September 2016.

The Institute has five properties leased, two of which will expire on 31 August 2019 and the remaining on 31 December 2017, 31 January 2018 and 6 March 2020.

19. Deferred Capital Grants

| | Consolidated | | Institute | |
|--|----------------|----------------|----------------|----------------|
| | 2016 €000's | 2015 €000's | 2016 €000's | 2015 €000's |
| At 1 September | | | | |
| Opening Balance – restated 2015 | 103,802 | 107,081 | 103,723 | 106,966 |
| Cash received in year | | | | |
| Allocated from State recurrent grant | 674 | 607 | 674 | 607 |
| State Grant for Minor Capital works - DOES | 636 | 764 | 635 | 764 |
| Research Grants & Contracts | 781 | 663 | 755 | 647 |
| Tuition Fees - Self funding | 29 | 91 | 29 | 91 |
| Student Support | 26 | 12 | 26 | 12 |
| Funded from Capital Development Reserve | 1,485 | 444 | 1,485 | 444 |
| Total | 3,631 | 2,581 | 3,604 | 2,565 |
| Amortised to Income and expenditure in year | | | | |
| Amortised in line with depreciation | (5,844) | (5,929) | (5,843) | (5,929) |
| Adjustment for Non State Assets | - | 250 | - | 124 |
| Subsidiary company fixed assets - depreciation | (40) | (178) | - | - |
| Amount released on disposal of Fixed Assets | (1) | (3) | (1) | (3) |
| Release of Restricted Capital Funds | - | - | - | - |
| Total | (5,885) | (5,860) | (5,844) | (5,808) |
| At 31 August | | | | |
| Closing Balance | 101,548 | 103,802 | 101,483 | 103,723 |

20. Provisions for Liabilities and Charges

| | 2016 €000's | 2015 €000's |
|-----------------------------------|----------------|----------------|
| Consolidated and Institute | | |
| At 1 September | (573) | (430) |
| Provided during year | 287 | 573 |
| | (286) | 143 |

21. Capital Development Reserve

| | Consolidated | | Institute | |
|-----------------------------------|----------------|----------------|----------------|----------------|
| | 2016 €000's | 2015 €000's | 2016 €000's | 2015 €000's |
| Opening Balance | 6,270 | 6,208 | 6,270 | 6,208 |
| Interest earned | 27 | 67 | 27 | 67 |
| Transfer from Student development | 3 | 860 | 3 | 728 |
| Transfer to Expenditure | (3) | (289) | (3) | (289) |
| Capital Projects | (1,485) | (576) | (1,485) | (444) |
| Student Services Co Ltd | - | - | - | - |
| Closing Balance | 4,812 | 6,270 | 4,812 | 6,270 |

Capital Reserve - Student Services Co Ltd

These funds were received previously following the closure of Trusts. This reserve is designated for future capital developments to benefit student welfare.

22. Capital Commitments

| | Consolidated | | Institute | |
|---------------------------------|----------------|----------------|----------------|----------------|
| | 2016 €000's | 2015 €000's | 2016 €000's | 2015 €000's |
| Contracted for but not provided | - | - | - | - |
| Authorised but not contracted | 3,500 | 1,045 | 3,500 | 1,045 |
| | 3,500 | 1,045 | 3,500 | 1,045 |

23. Related Parties

In the normal course of business the Institute may enter into contractual arrangements with undertakings in which the Institute's Governing Body members are employed or otherwise interested. The Institute has adopted procedures in accordance with the Code of Governance of Irish Institute's of Technology in relation to the disclosure of interests by members of the Board and the Institute has complied with these procedures during the year.

24. Contingent Liabilities

There were no contingent liabilities existing at 31 August 2016.

25. Post Balance Sheet Events

There were no significant events since the balance sheet date which could have implications for these financial statements.

26. Explanation of Transition to FRS 102

This is the first year that the Institute has presented its financial statements under Financial Reporting Standard 102 (FRS 102) issued by the Financial Reporting Council. The following disclosures are required in the year of transition. The last financial statements under previous Irish GAAP were for the year ended 31 August 2015 and the date of transition to FRS 102 was therefore 1 September 2014. As a consequence of adopting FRS 102, a number of accounting policies have changed to comply with that standard.

The Institute has elected to use the transition provisions in Section 35 of FRS 102 in relation to property, plant and equipment, whereby the previous GAAP valuation may be used as "deemed cost" going forward.

| | Deferred Capital Grants €000's | CDR €000's | Revenue Reserves €000's | Total €000's |
|--|---|---------------|-------------------------------|-----------------|
| Reserves reported under previous Irish GAAP at 1 September 2014 | 107,529 | 6,529 | 833 | 114,891 |
| <u>Adjustments to reserves on transition to FRS 102</u> | | | | |
| Restatement of non State funded assets - adjustment from Deferred capital grant account to revenue reserves. | (448) | - | 448 | - |
| Reserves reported under FRS102 at 1 September 2014 | <u>107,081</u> | <u>6,529</u> | <u>1,281</u> | <u>114,891</u> |
| Reserves reported under previous Irish GAAP at 1 September 2015 | 104,576 | 6,591 | (1,022) | 110,145 |
| <u>Adjustments to reserves on transition to FRS 102</u> | | | | |
| Restatement of non State funded assets - adjustment from Deferred capital grant account to revenue reserves. | (774) | - | 774 | - |
| Reserves reported under FRS102 at 1 September 2015 | <u>103,802</u> | <u>6,591</u> | <u>(248)</u> | <u>110,145</u> |

Reconciliation of deficit for the year ended 31 August 2015

| | €000's |
|---|--------------|
| Operating deficit for the financial year under previous Irish GAAP | (1,217) |
| Restatement of non state funded assets - reduction in amortisation released to I&E from deferred capital grants | 326 |
| Operating deficit for the financial year under FRS 102 | <u>(891)</u> |

27. Heritage Assets

The Institute holds and maintains a historical building that houses the Crawford College of Art and Design. As this is used for operational purposes it is accounted for as a Fixed Asset.

28. Incremental Entitlements

In prior years, a High Court claim was made against Cork Institute of Technology (CIT) for alleged incremental entitlements. Conciliation efforts subsequent to the preliminary hearing were not successful and as a consequence CIT has concluded it is necessary to appeal the preliminary High Court ruling to the Supreme Court. The office of the Court of Appeal have advised that it is unlikely that this matter will get a date until 2017.

29. Proposed Merger with IT Tralee

CIT and IT Tralee (ITT) together are currently undertaking a process to become a technological university. We, the Munster Technological University (MTU) partners, have two objectives: firstly, to merge to form a single unified institution with a distinct and distinctive mission/vision and secondly be designated as a Technological University with all that this designation implies in terms of being innovative, entrepreneurial and responsive to the needs of sectoral stakeholders.

Stage 3 of the Technological University designation process has been successfully completed. This included the development of a business case which outlined the underlying assumptions. Included in these assumptions is projected merger costs of €6.7 million over 3 years to cover one-off costs such as professional fees, IT systems and communications. MTU costs of €314k (2016) and €207k (2015) are reflected in the Financial Statements.

This merger project is in progress, however the planned merger date is subject to the enactment of supporting legislation.

30. Approval of Financial Statements

The financial statements were approved by the Governing Authority on 6 July 2017.



NATIONAL MARITIME COLLEGE OF IRELAND

7. Other Information

Cork Institute of Technology

- 7.1 News & Events
- 7.2 Campus Development
- 7.3 Safety & Facilities Management
- 7.4 Contact Points

7.1 News & Events

1. The Mature Student Orientation Programme took place in CIT on 1 September 2015. This was targeted at all incoming full-time undergraduate mature students. They were provided with an extensive Orientation Programme to assist their transition into higher education.
2. ACCA Ireland (Association of Chartered Certified Accountants) in association with CIT's Hincks Centre for Entrepreneurship Excellence produced a best practice guide to internships in Ireland.
3. The President welcomed a delegation from the Humber Institute of Technology & Advanced Learning, Ontario to the Institute on 14 September 2015. They wished to explore developing CIT's partnership with them as per the IOTI Colleges Ontario agreement.
4. In partnership with Gráinne Bagnell and Ingrid de Doncker from Sense About Maths, and supported by Trend Micro and IT@Cork, the Faculty of Engineering & Science hosted the Sense About Maths (SAM's Den) on 17 September 2015. Over 150 primary school children participated in a range of interactive science and maths-based activities.
5. The annual Careers & Employability Fair hosted by the CIT Careers Service took place on 29 September 2015. The Fair supported all CIT students exploring their options during and after their studies which included graduate employment, further study, volunteering, and travel. Many companies continue to support the Fair each year.
6. CIT has again been named "Sunday Times Institute of Technology of the Year" for 2016. This is the third time that CIT has received this award. The Award recognises the professionalism and dedication of all our staff and is an endorsement of the quality of our students and graduates and of CIT's education and research.

CIT has a successful track record in achieving external accreditation, recognition and awards. In addition to winning this award for the third time, CIT has also been ranked in the top 10% of European Higher Education Institutions by U-Multirank, the higher education rankings sponsored by the European Commission.

7. The NIMBUS Centre in conjunction with CAPP, Rubicon Centre, Clean Technology Centre, and several other CIT groups, held an Innovation Support Day "Cork Institute of Technology – The Connected Institute" on 6 October 2015. Some 100 businesses attended the event. It described the innovation services offered to Startups, SMEs and large enterprises across Ireland, network with industry clients and bodies.
8. CIT's Energy Team launched its latest initiative on 15 October 2015 in the form of an Energy Awareness Campaign across all CIT campuses. The campaign aims to engage all students and staff to target and eliminate "people owned" energy wastage and heighten student and staff awareness in simple terms. The goals of this energy initiative are to reduce current energy consumption by 5% in the 1st year, and a further 4% over the following two years.
9. CIT's annual Information Day for Guidance Counsellors took place on 20 October 2015. On the day, various presentations were made to Guidance Counsellors from all over Munster on new courses, further development and successes, as well as plans for the Institute's future.
10. A visit from a Shanghai TV Channel took place on 20 October 2015. They interviewed Chinese students studying in CIT and were given an overview of the Institute, the NIMBUS Centre, and the Architecture Factory.
11. Conferring of Degrees and Other Awards for the Faculty of Engineering & Science and CIT CCAD took place in CIT Bishopstown Campus on 30 October 2015. There were four conferring sessions, 809 graduands from the Faculty of Engineering & Science and 191 from CIT CCAD obtained their parchments.
12. The annual Maritime Event and Open Day took place in the NMCI on 22 October 2015. Representatives from international shipping companies and maritime organisations provided information about careers in the maritime industry. These companies provide employment and sponsorship to students undertaking courses offered by the NMCI.
13. Conferring of Degrees and Other Awards for the Faculty of Business & Humanities took place on 2 November 2015. There were four conferring sessions and 1,433 graduands obtained their parchments.

14. Conferring of Degrees on students of CIT CSM and CIT/UCC/CAE (Cork Centre for Architectural Education) took place in CIT CSM on 5 November 2015. 54 graduands obtained their parchments from CIT CSM and 49 graduands from the CCAE also obtained their parchments for the CIT/UCC joint conferring awards
 - Master of Architecture
 - Bachelor of Science (Honours) in Architecture
15. CIT and Pfizer's entry has won the Institution of Chemical Engineers (IChemE) Global Award 2015 in the category of Education and Training. The entry, titled "Building Process Safety Knowledge and Performance", is based on the 5 ECTS Level 8 module on Chemical Process Safety developed in partnership by Pfizer and CIT, and successfully delivered to 74 participants to-date with a sixth cohort in progress. Following the recent accreditation by IChemE of CIT's BEng (Hons) in Chemical & Biopharmaceutical Engineering at Master level, this Global Award is further proof of the calibre provided by CIT in engineering and the value of academic-industry engagement that is a key part of CIT's submission.
16. The Annual Mass of Remembrance for staff and students who have lost loved ones over the past twelve months as well as staff and students who have died over the years was held on 6 November 2015.
17. Results of the Engineers Ireland Education Excellence Awards Ceremony 2015 which took place on 6 November 2015 in Dublin are as follows:
 - CIT's 30 Years a Growing: Cork Mechanical, Manufacturing and Biomedical Engineering Exhibition (Ireland's and Europe's largest educational engineering event) won the Engineers Ireland Education Excellence Award 2015
 - Captain Mick Malone, Irish Naval Service and CIT Marine Engineering graduate won the President's Award 2015
 - Professor Jerry Murphy of UCC (former CIT Staff member for many years) won the Best Paper/Presentation Award 2015
18. Following the success of last year's CIT Engineering Roadshow, the Faculty of Engineering & Science has launched a new and expanded roadshow series covering engineering, science and technology.
19. CIT Students' Union Positive Mind & Body Week took place from 9 – 12 November 2015. The aim of this campaign was to promote positive mental health and healthy living among all students, and to make them aware of the link between having a positive mind and a positive body.
20. CIT scooped the top Prize for research at the RENT 2015 XXIX Research in Entrepreneurship Conference which took place in Zagreb, Croatia from 18 – 20 November 2015. Sarah Davis and Dr Breda Kenny, Hincks Centre for Entrepreneurship Excellence presented the paper "Development of the ICT Industry in Ireland 1960 – 2010: A Retrospective Roadmap." This paper explores the origins of the ICT sector in the Republic of Ireland and its subsequent development from 1960 to 2010 inclusive. Prof Helle Neergaard, President of European Council for Small Business Management & Entrepreneurship (ECSB) commended the evolutionary research design process used in this research.
21. The Institute's Annual Open Day took place at the Bishopstown Campus on 20 November 2015. Open Day events also took place at the CIT CSM and CIT CCAD on 21 November 2015. This is the Institute's major showcase event for attracting prospective students to CIT. Over the two days, over 3,000 students, parents, and teachers attended with visitor numbers up significantly on recent years.
22. The Mature Student Information Evening took place on 24 November 2015. The aim of the evening was to promote opportunities for progression in CIT to prospective mature students.
23. A Ceremony to mark the occasion of the creation of the Institute's first Fellows Emeriti took place on 27 November 2015. Retired Staff of the Institute were presented with a parchment and commemorative pin. Governing Body at their meeting on 5 February 2015 gave approval to the Institute to award the honorary title "Fellow Emeritus" to staff who have retired or due to retire from the posts of President, Vice President, Dean, Head of Faculty, Head of College, Head of School, and Head of Department.
24. On 3 December 2015, Ms Jan O'Sullivan TD, Minister for Education and Skills announced that the Government had approved the publication of the Technological Universities Bill, 2015. This will provide for the modernisation of the Technological sector with new governing authority structures, a process for the merger of Institutes of Technology and a statutory process for merged Institutes to apply for designation as a Technological University.

25. The NIMBUS Centre has won its third European Commission Horizon 2020 funded project this year. The E2District project, which is also coordinated by CIT, focuses on the development of novel control and management district heating systems for urban neighbourhoods and large industrial compounds. Apart from CIT as coordinator, other project partners are United Technologies Research Centre Ireland, Veolia Research and Innovation in France, CSTB in France, and Acciona of Spain. The proposal achieved the highest ranking in this particular Horizon 2020 call.
26. The 2016 IrelandSkills National Competition took place in CIT from 7 – 11 December 2015. This was a prestigious event for CIT and in particular for the Centre of Craft Studies. While the various crafts involved in the IrelandSkills National Competition are shared between CIT and DIT, this year CIT was proud to host competitions in nine skills areas as follows:

Automobile Technology, Carpentry, Construction Plant Fitting, Electrical Installation, Industrial Control, Joinery, Metal Fabrication, Plasterwork & Drywall Systems, and Plumbing & Heating.

The 2016 IrelandSkills Winners in the various skills were presented with trophies at an Awards ceremony held on 11 December 2015. The Lord Mayor of Cork, Cllr Chris O’Leary, Ms Kathleen Lynch TD, Minister of State at the Department of Health with special responsibility for Primary Care, Social Care (Disabilities & Older People) and Mental Health, and the Mayor of the County of Cork, Cllr John Paul O’Shea attended the event.

27. The President accepted an invitation from the Lord Mayor of Cork to attend the presentation of the UNESCO Recognition Award in the City Hall on 17 December 2015. This award was presented to the Lord Mayor of Cork, Cllr Chris O’Leary and to the CEO of Cork ETB, Mr Ted Owens by the Presidents of UCC and CIT. It was presented in recognition of their pioneering role in supporting the Lifelong Learning festival.

In June 2015, CIT signed a Memorandum of Understanding with the President of UCC, CEO of Cork ETB and the Lord Mayor of Cork, to formally give a commitment to Lifelong Learning in Cork and to advance the UNESCO Lifelong Learning City agenda. With this MOU we have committed to advancing aspirations on Learning for all; promoting inclusion, prosperity and sustainability.

28. The CIT Mature Student CAO Information Session 2016 for prospective full-time undergraduate mature students took place on 13 January 2016.
29. CIT hosted the first ever Transition Year (TY) STEM Campus Week for female students from 18 – 22 January 2016 as part of the I WISH 2016 programme. The Campus Week featured an interactive 5 day hands-on programme that engaged students in science, technology, engineering and maths (STEM) disciplines via applied and practical workshops, site visits and demonstrations.
30. CIT in conjunction with EMC and Lifetime Labs hosted the Annual VEX Robotics Competition finals in the Bishopstown Campus from 28 – 30 January 2016. Bringing teams, teachers and supporters from over 50 primary schools from Cork City and County on to the campus for this event is a great platform not just for CIT but also for promoting the overall STEM agenda at primary level.
31. The CIT Annual RAG Week (Raise and Give Week) took place from 8 – 12 February 2016. The week long fundraiser is the single biggest charitable initiative involving CIT students, which saw the Students’ Union, Clubs, Societies, staff, and local residents come together to raise much needed funds for a number of charities. A total of €14,000 was raised of which 50% will be donated to this year’s main beneficiary, Marymount Hospice.
32. The Spring Conferring of Degrees and Other Awards took place in the NMCI on 18 February 2016. There were two conferring sessions which included the annual conferrings of the NMCI. A total of 101 graduands obtained their parchments which included three research Masters and two PhDs. The Conferring also featured the first PhD graduand from the Department of Tourism & Hospitality.
33. CIT hosted the annual Postgraduate Fair on 23 February 2016. Upwards of 1,500 final year and other students attended. The event was designed to help create an awareness of the wide choice of Doctoral and Masters programmes available to graduates at CIT and other higher education Institutions. A total of 35 stands were included in the event, comprising 19 external organisations as well as representatives from CIT departments and research centres who showcased opportunities in Business, Engineering & Science, Humanities, Music, Art & Design, and Maritime.
34. The CIT Alumni Office in association with the CIT Careers Service hosted CIT Gradfest on 24 February 2016 where they engaged with over 800 students and provided them with information about graduation and the services that CIT offers

after graduation. They also engaged with over 30 graduates who were back on campus offering their advice to students in attendance.

35. To mark the occasion of the CIT Student Hurling Club hosting the 2016 Independent Fitzgibbon Cup Weekend in CIT from 26 to 27 February 2016, the Institute hosted a Dinner on 26 February 2016. The Lord Mayor attended as well as many dignitaries from the world of sport.
36. The CIT CSM's Capella Lyrica won the following prizes at the Limerick Church Music Festival which took place from 26 to 28 February 2016.
 - 1st prize in the Sacred Music Competition
 - 2nd prize in the Early Music Competition and
 - The Dr Patrick McCormack trophy for the best *à capella* performance
37. Students in CIT celebrated International Student Day on 2 March 2016 during which CIT international students participated in a wide variety of social and cultural events across CIT's various campus locations. CIT is home to more than 1,100 international students from approximately 125 countries. International Student Day provided a unique opportunity for international students to showcase their various cultures and traditions while also learning about Ireland's local traditions. CIT's International Student Society has won several awards in recent years and had been ranked more than once as the "Best Student Society" in Ireland. The first ever International Student Society Ball took place that evening in the Clarion Hotel.
38. On 3 March 2016, 35 employers from the areas of culinary, tourism and hospitality met with students in the Department of Tourism & Hospitality as part of the department's annual career fair. This annual event is an ideal opportunity for employers to meet with the students and in the past three years many have been able to fill vacant positions in the expanding tourism industry as a result of this initiative.
39. Hosted by CIT CCAD, MAKE 2016 SYMPOSIUM: Objects and Revolution took place on 5 March 2016 in the Stack Theatre, CIT CSM. MAKE 2016 was the third series of annual Symposia that explored issues of making and materiality. It honoured the centenary of Ireland's 1916 Rising by examining the role of objects in personal and political trauma and change.
40. CIT Innovation Week 2016 took place from 7 - 11 March 2016 across CIT's five campus locations. The week-long event included a wide range of seminars, exhibitions, workshops and demonstrations. The highlight of the week was the Local Enterprise Offices (Cork) CIT Prize for Innovation which awards €10,000 in cash prizes to those whose inventions and business ideas are judged most creative, novel, innovative and likely to succeed in the workplace.

| Award | Student/ Company Name | Course | Product Description |
|---|--|---|--|
| Overall Winner and title of CIT Entrepreneur of the Year - €4,000 | Vince Forde | 3 rd Year Mechanical Engineering student | GASGON – Which is a degassing solution for flowing fluids |
| Most Innovate Award - €2,000 | | Students from Mechanical Engineering and Biomedical Engineering | H-Flo1 A safety device which enables a worker to detach from a crate or platform if the H-Flo device becomes submerged in water |
| Best Business Plan - €1,500 | Darren Kingston | 4 th Year Mechanical Engineering student | Safe Release Hook A construction sector safety hook mechanism |
| Best Presentation Pitch - €1,500 | Wendy Ayooluwa Oke | Research Masters – Early Years Education | KazooCare A forum to stimulate discussion on early Childhood Education and Care Services, lesson plans and ideas on improving teacher practice and quality and it will provide summaries and updates on new ECEC policy, initiatives and general news in the sector. |
| Best Exhibition Stand - €1,000 | Niall O’Leary, Daniel McCarthy, Diarmuid Cody, Elaine Ferro, Bryan Laffan, Cillian Farrell, Sean O’Callaghan, Tim Casey and Mark O’Flynn | 3 rd Year Mechanical Engineering students | Shelve Tech A product designed to safely stack and unstack items from above head height |
| New Award – sponsored by EMC | | | |
| Enactus CIT Social Innovation Award Winner 2016 - €1,000 | Alex Sheehan, Eoin McCarthy and Myat Min | 3 rd Year Biomedical Engineering students | Hand held water purification device combating the lack of clean drinking water locally and in third world countries |

41. The President gave a Welcome Address at the annual New Frontiers Entrepreneur Development Programme Showcase & Awards which took place in the Nexus Centre, Bishopstown Campus on 7 March 2016. This event marked the culmination of Phases 2 and 3 of the Enterprise Ireland-funded New Frontiers Programme, which is delivered by CIT’s Rubicon Centre. The promoters of new projects showcased their businesses in a public domain and were all presented with certificates marking their achievement in completing the intensive Programme. The keynote speaker at the event was Mr Kevin Sherry, Executive Director from Enterprise Ireland and who also presented the certificates. The event attracted an audience of close to 150 people, which was drawn from across the public and private sectors. This year’s invited guests included Investors both Angel, and Venture Capital Firms.

A number of Awards were presented on the night.

| No. | Award | Recipient/Company |
|-----|--|---|
| 1. | Best Business Opportunity and Overall Winner of the 2015 New Frontiers Programme | Emmet Kearney, Jumble www.Jumble.ie |
| 2. | Most Innovative Business Award | Stephen Collins, Tip Tap Tap www.tiptaptap.ie |
| 3. | Best Business Plan | John O’Keeffe, GYMIX www.gymix.ie |
| 4. | Best Trade Stand | Conor Coughlan, BlackTwist Hard Coffee www.blacktwist.ie |
| 5. | Participant of the Year | Denis McCarthy, DMA Foods Ltd. |

42. On 30 March 2016, the President welcomed the European Parliament Committee on Industry, Research and Energy to the Institute. The purpose of their visit was to gain an insight into CIT’s work in the field of innovation and research (the Committee takes the lead in relation to Horizon 2020 and innovation policy) and also to better understand CIT’s efforts to strengthen links between research work and business and to encourage student entrepreneurship.
43. The Presentation of the CIT Student Societies & Activities Awards 2016 took place on 5 April 2016 in the Nexus, Student Centre, Bishopstown Campus. Seven Society and seven Individual Awards were presented by Dr Barry O’Connor, Registrar & Vice President for Academic Affairs who was representing the President. Guest speaker, John Looney of the Cork City Hospitals Children’s Charity spoke of his 20 years’ experience as a volunteer, setting up and running a community charity.

Society Awards

| | |
|-----------------------|---|
| Society of the Year | Photographic |
| Best Academic Society | Chemical Engineering |
| Best New Society | Breaking the Silence |
| Most Improved Society | Guild (PC) Gaming |
| Supreme Event | Musical Society – “Bare” |
| Rísam Uile Award | Irish Red Cross |
| Best Small Event | Postgraduate Society – “Rag Week Table Quiz” |

Supreme Achievement in Society & College-side Activities

| Name | Course | Society |
|----------------|---|---|
| Martin Crowley | Bachelor of Science (Honours) in Software Development, Year 3 | Guild (PC) Gaming, Origami, Anime and Manga & Drams |

Individual Awards

| Name | Course | Society |
|-----------------------|---|------------------------|
| Celeste Burdon | Bachelor of Arts (Honours) in Fine Art, Year 3 | Open Mic |
| Niamh Egan | Bachelor of Engineering (Honours) in Biomedical Engineering, Year 3 | Dance |
| Jackie Ní Fhogartaigh | Bachelor of Arts in Social Care, Year 3 | Photographic |
| Kathlynn Punch | Bachelor of Business (Honours) in Business Administration, Year 4 | Anime & Manga |
| Thierry Zoller | Bachelor of Engineering (Honours) in Electrical Engineering, Year 4 | International Students |

Best Fresher

| Name | Course | Society |
|-------------|---|---------------|
| Jenny Whyte | Bachelor of Arts (Honours) in Theatre & Drama Studies, Year 1 | Mental Health |

44. The President welcomed Senior Executives from a Canadian-based cyber security company, eSentire, whose European Headquarters are based in Ballincollig, to CIT on 7 April 2016. The purpose of their visit was to announce details of a Perpetual Scholarship to be awarded by them to a CIT IT Management degree student. This is a very valuable scholarship, which has been established in memory of eSentire Senior Executive, Yves Beretta and is named as the “Yves Beretta Memorial Scholarship.” Each year, a sum of €1,500 will be awarded to one second year student and the selected student will also receive the scholarship for each of their subsequent years of study for his/her degree programme. CIT’s Department of Computing and Industrial Liaison Office assisted eSentire in making its decision to locate to Cork and already delivers several courses producing high quality graduates with the requisite IT security knowledge.
45. CIT’s annual CIT CAO Applicant Information Evening organised by the CIT Marketing Unit, took place on 12 April 2016, from 6.00 – 8.00 pm in the Bishopstown Campus. The event was targeted at Leaving Certificate students who have applied for courses at CIT, and also students who may be contemplating “Change of Mind” options. Attendees had the opportunity to
- Learn more about their chosen course
 - Take a tour of the campus and its facilities
 - Obtain information on accommodation
 - Avail of information on grants and sports scholarships
 - Inform themselves of the various support services
 - Learn about student life at CIT

In addition to the information stands, there were various presentations throughout the evening including a number of talks from representatives from SUSI.

The event was very successful with over 500 prospective students and their parents and teachers in attendance. The feedback has been very positive.

46. On 13 April 2016, CIT Access Service launched a new publication called “Access – the Student Voice”. This publication highlighted the personal stories of students and graduates who have been supported by the CIT Access Service. This publication which was launched during the Cork Lifelong Learning Festival Week allows students a voice and an opportunity to share their personal educational journey. Their honesty in highlighting the challenges they met along this journey and how, with adequate support, they overcame these challenges, is inspiring, refreshing and enlightening.
47. A Working Group was established by the HEA in 2014 to develop a set of principles to assist higher education institutions in enhancing student engagement. The Report from the Working Group was published on 14 April 2016 and recognised CIT’s expertise in the field of Student Engagement by selecting CIT as a lead pilot Institute for National Student Engagement Project of HEA, QQI and USI. The Chief Executive of HEA stated *“The student engagement initiatives at CIT have had a tangible impact. On any visit to the campus, you can see evidence of how students are meaningfully engaged in decisions affecting their learning. A number of the student retention and support initiatives that are now in place came about directly because of suggestions made by students themselves. This is the type of meaningful student engagement that we would like to see on campuses across Ireland.”*

48. The President welcomed Mr Seán Sherlock TD to the Institute on 22 April 2016. Mr Sherlock officially opened SciFest 2016 in the Nexus Hall. SciFest is a national festival of science organised regionally in collaboration with the Institutes of Technology and is open to all second level students. It was created to provide an additional forum for students to present and display the results of their scientific investigations, following the success of the BT Young Scientist and Technology exhibition which has been running very successfully for over forty years.

This year we had 130 projects being presented by 300 second-level school students. The overall Science Foundation Ireland Best Project was presented to students from the North Monastery School, Cork and their winning project was titled "A remote smoke alarm system." They will represent Cork in the National Finals later in the year.

49. A delegation of 18 school principals from the University of Southern California visited CIT on 22 April 2016. They were in Ireland to undertake research on SciFest and how participation in SciFest, and Science fairs in general, affects the attitudes of students and teachers to the teaching and learning of STEM. They attended SciFest 2016 and met with exhibiting students and teachers and engaged with industry sponsors. They also had a tour of CIT BCO.
50. On 23 April 2016, the Institute hosted the Munster provincial celebration for LearnStorm Ireland 2016. This event aimed to celebrate the diversity of students and schools who have excelled and persevered with learning Maths over the course of the 9-week online challenge on Khan Academy. Students ranging from 4th class to 4th year gathered in the NEXUS where they took part in a range of Mathematical activities including Lego challenges, a Maths and Music challenge, and some Maths Orienteering. The feedback received was uniformly positive.
51. The Defence Attaché group visited the NMCI for a series of lectures/briefs on Monday 25 and Tuesday 26 April 2016. The event was hosted by Commodore Tully and was attended by the Defence Forces General staff (35 personnel).
52. The President and Vice President for External Affairs welcomed a delegation from Instituto Politécnico de Setúbal (IPS), Portugal on 28 April 2016. The delegation consisted of

- Fernanda Pestana, Vice President of IPS
- Armando Pires, Department of Electrical Engineering, Setúbal School of Technology and Vice President of EURASHE
- Angela Lemos, Dean of School of Education
- Boguslawa Sardinha, Dean of School of Business Administration
- Alice Ruivo, Dean of School of Health Care
- Nuno Nunes, Vice President of the Department of Mechanical Engineering, Setúbal School of Technology
- Bill Williams, Mobility Coordinator of Barreiro School of Technology

The purpose of their visit was to initiate cooperation between IPS and CIT in different areas of joint interest and sign a bilateral Erasmus Agreement.

They met with relevant staff of the Institute and were given

- A Presentation on CIT
- School of Business Presentation including overview of entrepreneurship and innovation activities
- Visit to the Architecture Factory and the Department of Technology Enhanced Learning
- Tour of NIMBUS and Rubicon Centres
- Visit to the Mechanical, Manufacturing & Biomedical Engineering Exhibition

53. On 13 May 2016, Mr Vivion Gough, Head of Maritime Studies, NMCI welcomed the Confederation of European Shipmasters' Associations (CESMA) to the National Maritime College of Ireland for an International Conference on Ship Safety. The Conference was coordinated by the President of the Irish Institute of Master Mariners, Capt. Sinéad Reen, Assistant Lecturer Pro-Rata, NMCI. Delegates from 14 countries attended this event and speakers included Capt. Robert McCabe, President of the Nautical Institute (7,000 worldwide membership), Capt Ulf Svedberg, a member of the Swedish Maritime Administration, Dr Paul Liston, Trinity College Dublin and Michael Kingston, Maritime Lawyer of the Year 2014/15.
54. The President welcomed The Southern Regional Assembly Visit to the Centre for Advanced Photonics & Process Analysis (CAPPA) on 17 May 2016 as part of their Project Open Days. CAPPA was funded under the Southern and Eastern Regional Programme 2007-2013 through Enterprise Ireland's Technology Gateway Programme. This visit to CAPPA coincided with a series of project visits across the European Union to highlight the achievements and impacts of ERDF funding.
55. On 16 May 2016, the Faculty of Engineering & Science welcomed 80 students on campus for the "Engineering Your Future" TY Programme. This programme, supported by Engineers Ireland's STEPS programme, was a week-long, hands-

on programme for Transition Year students, designed to introduce them to the exciting and diverse world of Engineering. During the week the students got the opportunity to learn about all the Engineering disciplines that CIT offers, they met with lecturers, graduates, industry partners and had an opportunity to visit the new Spike Island Development, One Albert Quay, Arup Consulting Engineers, and the NMCI.

56. The Department of Process, Energy and Transport Engineering in conjunction with the Nimbus Centre presented the best final year Sustainable Energy Engineering project posters as part of an annual Technology Exchange event in the Nimbus Centre on 23 May 2016. Nimbus has employed 4 graduates of CIT, and offered work placement to many more over the past 5-6 years and it continues to work with them in a range of energy related areas. This is an important part of its engagement with the research and development community, and it provides a great opportunity for our students to discuss the findings of their projects.
57. High-profile ERC Grant holder, Dr William Whelan-Curtin has moved his research group to CIT. Dr Whelan-Curtin is one of the leading authorities on disorder and loss in Photonic Crystals and has designed and realised the world's best slowlight waveguides to date. He received his PhD from the University of St Andrews, UK in 2005 and has worked in Stanford University. He also co-founded and runs NanoPIX, a foundry service for nanophotonic devices which supplies research teams across Europe with bespoke samples. He has authored and co-authored more than 80 journal papers and currently receives over 400 citations per year, with a "h"-factor of 32.

Dr Whelan-Curtin's decision to relocate his €1.5m ERC Grant, together with his accompanying research group to CIT is an indication of the internationally-competitive strength of photonics research both in Ireland as a whole, and in CIT in particular.

The European Research Council Grants are recognised as being the most highly regarded source of funding for "frontier research" in Europe and represent the most significant part of the Excellent Science pillar of the new Horizon 2020 framework, both in terms of scale and prestige. They are awarded to the best researchers in Europe based solely on the criterion of excellence, and are highly competitive.

58. Five CIT Athletes represented Ireland on 28 May 2016 in the SUCA/IUAA Universities International in the Ayrshire Athletics Arena, Scotland. Over 50 of Ireland's best Athletes, across 22 Universities and Institutions competed against the best Scotland had to offer.
59. The final showcase of the Senior Entrepreneurship Action Programme took place on 31 May 2016 in the Rubicon Centre. The President welcomed the Rt. Hon. Lord Mayor of Cork, Cllr Chris O'Leary who presented certificates of completion to the participants. Participants had an opportunity to speak about their entrepreneurial learning and their business while networking with a range of expert mentors, support professionals, and experienced entrepreneurs in attendance.

The Senior Entrepreneurship Action Programme (SEAP) was developed as part of an Erasmus-Plus funded EU project and was targeted at those over 50 years of age, unemployed and with an interest in being entrepreneurial and/or starting a business.

60. The Summer Conferring of Degrees and Other Awards took place in the NMCI on 20 June 2016. The following students were conferred:

- 82 NMCI Graduands
- 1 Master of Arts graduand from the Department of the Arts in Health & Community Practice
- 1 Master of Business graduand from the Department of Management & Enterprise
- 1 Master of Science graduand from the Department of Computing
- 1 Master of Science graduand from the Department of Biological Sciences
- 1 Doctor of Philosophy graduand from the Department of Biological Sciences
- 1 Doctor of Philosophy graduand from the Department of Electrical & Electronic Engineering

61. The Official Launch of the Continuing Education Handbook 2016/2017 by Mr Barrie O'Connell, President of Cork Chamber took place on 20 June 2016 in the Council Room.

62. The following staff presented papers at the second International Conference on Higher Education Advances (HEAd'16) from 21 – 23 June 2016 at the Faculty of Business Administration and Management of the Universitat Politècnica de València in Spain.

- Dr Angela Wright, Lecturer, Department of Organisation & Professional Development presented her own research on Higher Education in Ireland

- Phil O’Leary from CIT Extended Campus, along with Dr Ann Ledwith, UL presented work on recognition of prior learning.

63. The President accepted an invitation from The China Ireland Education Forum in partnership with Cork City Council, Cork County Council, CIT and Cork Chamber of Commerce to speak at the Asia Summit China Ireland Education Forum on 29 June 2016 in the Clarion Hotel, Lapps Quay, Cork. Other speakers included

Opening Remarks

Mr Alan Dukes, Chairman Asia Matters
Mr Richard Bruton TD, Minister for Education and Skills

Key Address

Mr Tom Boland, Chief Executive, HEA

Industry Panel:

Moderator: Mr Martin Murray, Executive Director, Asia Matters

Panelists

Dr Brendan J. Murphy, President, CIT
Prof Andrew Deeks, President, UCD
Dr Marian O’Sullivan, Director General, Institute of Public Administration
Prof Xiaochuang Wu, First Secretary, Education, Embassy of China in Ireland
Dr Oliver Murphy, President, Institute of Technology Tralee
Dr Michael Murphy, President UCC

The CIT School of Business co-hosted part of the event on 30 June 2016 in the Tourism & Hospitality building, CIT.

64. The Annual International Association for Public and Non-Profit Marketing (IAPNM) Conference took place in CIT on 5 and 6 July 2016. Maurice Murphy, Lecturer in the Department of Management and Enterprise hosted the Conference and he also delivered a paper, co-authored by Kieran Geary. The paper: “Health Service Delivery, does it need to be changed for men” sets out to examine the area of men’s health and recommended strategies for mainstream health services to get men more interested in their health.

7.2 Campus Development

1. CIT ARENA



Description:

The CIT Arena multipurpose building is to be used for 3 main functions namely; sports and fitness; arts and culture; and academic/ education. The proposed building is 3,350sqm incorporating a full 8 court sports hall; a full cardio/weights gym; changing facilities; and a number of multi-functional/ project rooms.

Project Status:

Planning Permission, Fire Safety Certificate and Disability Access Certificate have been obtained.

The project is currently on hold.

2. MELBOURN BUILDING REFURBISHMENT – PHASE 4 – FORMER TYCO OFFICES



Description:

The project involved the fit out of the first floor former Tyco offices in the Melbourn Building for IT Services and one office on the ground floor for the HR Recruitment office. The total area fitted out over the 2 floors is 420sqm.

Project Status:

A feasibility study with layouts and preliminary cost budget and programme was presented in February 2015, work started on site in July 2015.

The project was completed in October 2015.

3. MELBOURN BUILDING REFURBISHMENT – PHASE 5 – GROUND FLOOR FIT OUT



Description:

The proposed project is to fit out the ground floor (southern end) Melbourn Building. The total area is approx. 470sqm.

Project Status:

A feasibility study with layouts and preliminary cost budget and programme was presented in February 2015.

The project is currently on hold.

4. 46 GRAND PARADE



Description:

Grand Parade was purchased by CIT in August 2015. The building has a net floor area of 920sqm over 4 floors.

Project Status:

The building is to accommodate some of the CIT CCAD students currently located in Sullivan's Quay. Planning permission for change of use has been obtained. Fire safety certificate and disability access certificate have been applied for.

The project is at detailed design stage and due to go to tender in September 2016.

5. LAB FIT OUT C154

**Description:**

The original lab C154 was used as a postgraduate lab and accommodated 24 students. It was unsuitable for use as an undergraduate lab as it had no water to the benches. The new lab benches were installed as island benches which are more suitable for teaching labs. The project consisted of a full refurbishment of the room (85sqm), new furniture, M&E, flooring, and AV installation.

Project Status:

The consultation process started in April 2015 and the lab was handed over in October 2015.

6. LAB FIT OUT C149

**Description:**

The original lab C149 was used as a postgraduate lab and accommodated 16 students. It was unsuitable for use as an undergraduate lab as it had no water to the benches. The new lab benches were installed as island benches which are more suitable for teaching labs. The project consisted of a full refurbishment of the room (100sqm), new furniture, M&E, flooring, and AV installation.

Project Status:

The consultation process started in April 2015 and the lab was handed over in February 2016.

7. INSTALLATION OF DONATED CHP SYSTEM MAIN BUILDING



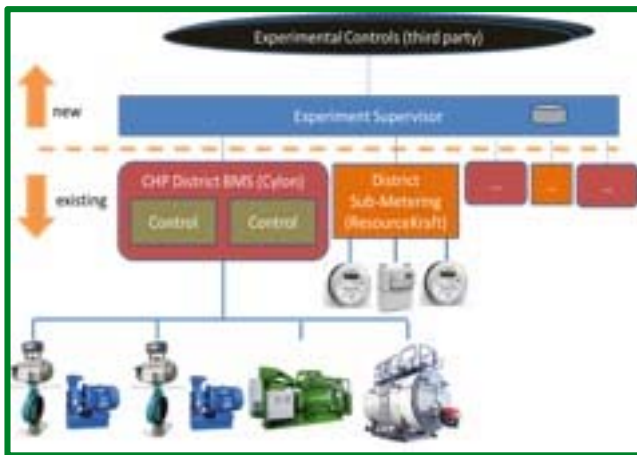
Description:

The UTRC Company (Nimbus bases research partners) offered to donate an almost new CHP unit to CIT for use on the Bishopstown Campus. This unit has the capacity to produce 315kW of electricity and 400kW thermal simultaneously. This CHP unit will facilitate the relocation of the existing CHP unit to the Tourism & Hospitality building thus replacing the inefficient gas fired boilers.

Project Status:

Project completed in 2015. ESB certified the on-site generation of electrical in Jan 2016, thus, authorising CIT to generate electricity on site and use the waste heat to heat all Building Blocks A to D.

8. UTRC/CIT DISTRICT HEATING TEST BED



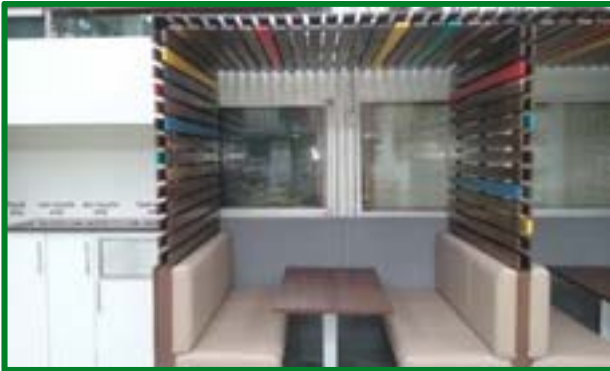
Description:

The existing heating system is to be upgraded to a district heating type infrastructure to provide an experimental living testbed as well as providing consistent heating to the building users via smarter controls leading to greater energy efficiencies in the system. The Design, Construction and Handover of this project is 80% funded by UTRC, the remaining 20% is funded by CIT.

Project Status:

Project installation completed in 2015. UTRC plan to undertake research on the system over the coming 5.5 years.

9. CANTEEN UPGRADE PHASE 1



Description:

An overall design concept was developed for the Main Canteen. This was commissioned by the Student Services Company. The first phase was to install some perimeter 11 number Seating booths and 3 number service areas.

Project Status:

The project was completed in September 2015.

10. CANTEEN UPGRADE PHASE 2



Description:

Various options to replace the flooring (750sqm) in the main canteen were explored. The final solution was to remove the original tiles and replace with a seamless resin floor.

Project Status:

The work was carried out in December 2015 over the Christmas holiday period and the canteen was reopened in January 2016.

11. CHEMICAL STORE



Description:

The storage of chemicals in use by departments and functions was reviewed in August 2015. Following this, a risk assessment was undertaken which includes proposed controls and treatment works to reduce the overall risk of storing chemicals in campus: Blocks A to D.

Project Status:

The solution includes the refurbishment of the existing store C260 and providing chemical cabinets within a number of labs.

12. LIBRARY STUDY HUBS



Description:

A feasibility study to build study hubs in the library was carried out in 2015. This resulted in a fire certificate application for 8 rooms. Go ahead was given to construct 5 number rooms.

Project Status:

Work started in August 2016 and the rooms are due to be completed in September 2016.

13. ATHLETICS TRACK SHOP



Description:

The need for a permanent shop had been identified to cater for athletics events at the CIT Athletics Track stadium

Project Status:

The Athletics Track shop was completed in April 2016.

14. ATHLETICS TRACK DRESSING ROOMS



Description:

Male and Female changing rooms with showers and toilet facilities at rear of athletics track stand.

Project Status:

Project completed June 2016.

15. CONVERSION OF G BLOCK DRESSING ROOMS TO 3 NUMBER CLASSROOMS



Description:

Project consisted of conversion of old teams dressing rooms to seminar/classrooms

Project Status:

Project completed in June 2016.

16. CONVERSION RESURFACING OF THE ASTRO PITCH & NEW PERIMETER FENCING



Description:

Obsolete Hockey surface replacement with new 4G synthetic surface along with replacement of old chainlink fence with higher mesh fencing.

Project Status:

The project started during the summer of 2016 and is due to be completed by end of September 2016.

17. FACILITIES RISK MANAGEMENT



Description:

The existing CIT Bishopstown Campus relies significantly on the original 1974 building (Blocks A to D) and other building blocks E, F, & G to provide classroom accommodation, staff offices and ancillary services such as dining areas, common rooms, washroom facilities. These buildings are in need of substantial works to meet current user basic requirements and also require substantial upgrade to meet the demands of current legislation and standards, for example; Health, Safety & Welfare at Work, Fire Services Act, Equality Act, Disability Act 2005, etc.

Project Status:

In order for CIT to establish the key requirements the facilities need to meet and to somehow arrange the requirements/works to be undertaken in a logical manner i.e. highest priority works are done first, A Risk Management Model shall be developed.

Stage 1 of this process is complete, Risk identification.

Stage 2 is funding dependant.

7.3 Safety & Facilities Management

During 2015/2016, the existing Safety Management System documentation and procedures were reviewed and updated where necessary. These have been uploaded onto the staff intranet (Gateway) for all staff to access as required. Briefings on the Safety Management System continued to be delivered to Department Staff with briefings given to ten departments in this period.

The focus continued on updating Risk Assessments across the Institute, particularly in the Administration Building, Human Resources, Finance, Admissions, Buildings & Estates and Technology Enhanced Learning. All staff in these areas had their Display Screen Equipment work stations assessed and individual reports were compiled and issued. A risk assessment was carried out of all common areas (corridors, stairwells etc) throughout the Bishopstown Campus and reports were issued. Revised guidance and procedures were prepared and implemented for Event Management at CIT.

A fire safety assessment was carried out by Cantwell & Keogh in relation to occupancy numbers in the Nexus and in the Block C-corridor areas. A risk assessment was carried out for Blocks A-D to identify priority projects on a risk basis to be dealt with in the older building areas. In relation to chairs for use with Display Screen Equipment across CIT, a tender process was held and a number of different types of compliant chair were identified for purchase across the Institute.

A pilot programme utilising a cloud based Safety Documentation Management System (Effective Software) continued to run in the Centre of Craft Studies in 2015/2016.

Safety Training

Health and Safety Training was provided as follows:

- Hazard Identification and Risk Assessment
- Chemical Safety Awareness
- Fork Lift Driver Certification
- Mobile Elevated Work Platform (MEWP) Training
- Fire Extinguisher and Fire Warden
- Gas detection systems and response training
- Visual Display Unit Assessor
- Cardiac First Responder
- Occupational First Aid
- Emergency First Responder
- Manual Handling and Manual Handling Instructor
- Safety Representative Training
- Safety Management System briefing

Health and Safety Projects

Following on from a full review of the storage and use of hazardous chemicals at CIT two projects were initiated and are in the design process to enhance both the internal storage area in Block C and provide new proprietary storage areas in the service yard. The internal chemical store project is expected to be completed by the end of January 2017.

CIT Accidents/Incidents from Sept 2015 – Aug 2016

A total of 100 accidents were reported of which 61 were classed as First Aid Box (FAB). These are minor accidents which were treated at the scene with no further action required i.e., sterile dressing applied to a small wound or Watergel applied to a minor burn. There were also 47 incidents reported, which would be described as medical related events or near misses where no injury occurred.

The total of 147 accidents and incidents combined shows a substantial increase on the figure of 92 for 2014/15. This spike in reported accidents can be attributed to the Department of Tourism & Hospitality agreeing to report all accidents. There was a tendency to only report the serious accidents.

Accident/Incident Statistics (01/09/2015 - 31/08/2016)

| Month | Accidents | First Aids Box (FAB) (Included with Accidents) | Incidents (medical events/near miss) | Potentially Life Threatening | Ambulance Callouts | ERT Callouts |
|--------------|------------|--|--------------------------------------|------------------------------|--------------------|--------------|
| September | 14 | 11 | 11 | 1 | 1 | 10 |
| October | 33 | 29 | 7 | 1 | 1 | 12 |
| November | 14 | 5 | 9 | 3 | 5 | 15 |
| December | 1 | 0 | 4 | 0 | 3 | 4 |
| January | 4 | 0 | 0 | 0 | 0 | 1 |
| February | 10 | 5 | 7 | 0 | 1 | 9 |
| March | 12 | 5 | 4 | 0 | 1 | 4 |
| April | 10 | 4 | 2 | 0 | 0 | 2 |
| May | 1 | 1 | 2 | 0 | 0 | 1 |
| June | 1 | 1 | 0 | 0 | 0 | 1 |
| July | 0 | 0 | 1 | 0 | 0 | 0 |
| August | 0 | 0 | 0 | 0 | 0 | 0 |
| Total | 100 | 61 | 47 | 5 | 12 | 59 |

CIT Safety Committee

In general, Safety Committee meetings were held as scheduled throughout the period.

7.4 Contact Points

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Note:

Every effort has been made to ensure that the information herein is accurate. The Institute does not accept any liability for any error contained herein.

E&OE

Translator

Niall Ó Murchadha, Gallimh

