

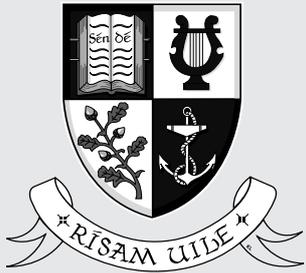
CIT ANNUAL REPORT

2003/2004



CORK INSTITUTE OF TECHNOLOGY





Cork Institute of Technology



Annual Report

2003/2004

HISTORY

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

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

The Cork School of Music, first situated at the Grand Parade, came into existence in 1878. It moved to Morrison's Island in 1892, and in 1902 to Union Quay. Finally in 1956 it moved to its new purpose built building and present home at Union Quay.

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. This institution was opened in 1912 and named The Crawford Municipal Technical Institute, Mr A F Sharman Crawford having 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 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 co-operation and

involvement of University College Cork, established in 1941. A course in Marine Engineering was established in 1944. In 1955 the first two-year Certificate in "Industrial Science" was introduced. In the 1960s various courses in Electronics and Mechanical Engineering came into being.

In 1963 the School of Building at Sawmill Street, Cork, took over building courses from an overcrowded Institute. The College's Electrical Trades Section was later located in Paul Street, Cork.

The new Regional Technical College came into being 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 Morrisons Island. The building was officially opened in January, 1977, by the then Taoiseach, Mr Jack Lynch, T.D.

The College became a self governing entity on January 1st, 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 amalgamated with the College, namely the Cork School of Music and Crawford College of Art and Design.

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

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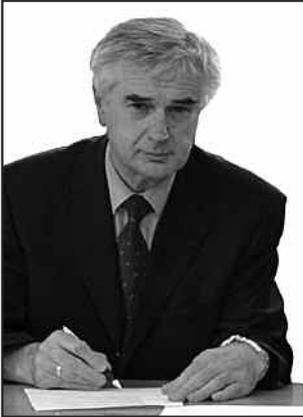


Introduction



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1.1 Chairman's Statement



I am delighted to present this Annual Report for the year 2003/2004 which again demonstrates how Cork Institute of Technology has continued its role of development and consolidation in the Higher Education and Training Sector and the strides it has taken in achieving its goals and objectives.

The announcement in March by the Minister of Education and Science that the Government had approved the School of Music Project is a most welcome development and I wish to extend my deep appreciation to the Director, Dr Kelleher, and all who assisted in advancing the case for this project. The new School of Music will be a national centre of excellence and will be a major cultural asset to the state.

Major capital projects which include the National Maritime College, Tourism & Catering Centre, Student Car Park are currently being constructed and the laying of the foundation stone for the Tourism and Catering Building has been carried out by the Minister for Education and Science, Mr Noel Dempsey. These are major additions to the physical infrastructure of CIT. Meanwhile, the executive members of CIT have met with the HEA and the Prioritization Working Group outlining, in a very focused and well researched way, the capital needs of CIT into the future, in particular the Crawford College of Art and Design, Apprentice Training Centre and Library extension.

The signing of a contract with Enterprise Ireland, to facilitate the building of the Incubation Centre on the IDA land, is an indication of the dynamic at work and the cooperation between the Institute and the various agencies in serving the economic needs of the region.

Proposals, regarding a submission to HETAC, to obtain delegated authority towards its degrees and post graduate awards are well advanced while the preparation and presentation to the HETAC Panel, the purpose of which was to accredit CIT as an institution suitable to maintain a Research Register in Science, is a significant development in respect of the academic status of the college.

Appointments have now been made at senior management level and the new management structures designed to serve the increasingly more complex management and administration needs of the Institute are becoming operational.

The presentation of an award from the Lord Mayor, Councillor Colm Burke to the Director, Dr Patrick Kelleher for his contribution to the development of Third Level Education in Cork is noteworthy and is recognition of Dr Kelleher's considerable vision of the educational and training requirements of the region.

I would like to take the opportunity to thank the members of the Governing Body, the Director, Dr Patrick Kelleher, his committed Management Team and staff at CIT for their impressive efforts in 2003/2004. I look forward to the coming year and working with the CIT team which has exhibited an unrivalled level of professionalism and motivation.

Donal F. O'Rourke
Chairman

1.2 Director's Statement



The present Annual Report covers the period from 1 September 2003 to 31 August 2004.

A. Estates

Title to all lands owned by Cork Institute of Technology is now fully invested in the name of Cork Institute of Technology. The area of lands in Bishopstown is approximately 86 acres (34.8 hectares). The Crawford College of Art & Design stands on 1 acre (0.4 hectares). The new Cork School of Music will stand on 1 acre (0.4 hectares). The National Maritime College of Ireland has lands of 10 acres (4.05 hectares) and is vested in the Minister for Education and Science.

The Laboratories and Workshops in the Bishopstown Campus have now been substantially refurbished and are fitted for the Education and Training of Learners for a global Technological Society. The construction of the National Maritime College of Ireland is now completed and it is ready for occupation and use in September 2004. Thanks must be especially given to Mr Donal Burke, Head of NMCI, Commander Tom Twohig, Irish Naval Base and Mr Michael Delaney, Head of Development for contributing so much to the success of the project.

The Tiered Car Park at the rear of the Institute is completed and will add substantially to the effective use of the campus. The East Atrium has been refurbished and is now a more attractive dining area.

The building of the North Campus proceeds. While there have been major delays in constructing the three brick-clad Buildings, Student Centre, Administration Centre and the

Tourism & Hospitality Building, they will do much to present an image of modernity and quality to Cork Institute of Technology. They will enhance the environment for the management of the Institute, give up-to-date education and training facilities for the Tourism & Hospitality industry and improve enormously the social and recreational amenities for the general body of students. A major meeting held on Friday 9 April 2004 facilitated progress on completion of the Contract.

On Thursday 25 March 2004 the Minister for Education & Science, Mr Noel Dempsey, T.D. authorised the contract for the construction of the Cork School of Music under a Public Private Partnership. It has been a most difficult odyssey and cause of much disappointment. When built it will be an enduring legacy to the citizens of Cork. Future generations will be able to pass on their love of music to their children. Thanks must be expressed to Mr Micheál Martin, T.D., Minister for Enterprise, Trade & Employment, Mr Michael Delaney, Head of Development, Dr Geoffrey Spratt, Director, Cork School of Music and the many other staff and citizens involved. Special thanks must be expressed to the staff of the Department of Education and Science.

Cork Institute of Technology made a formal presentation to the Capital Review and Prioritisation Working Group of the HEA, chaired by Mr Kevin Kelly. Decisions recommended by this Group will determine the Capital Development of Cork Institute of Technology in the future.

A review of the future direction, academic and physical of the Crawford College of Art & Design has been completed. It was chaired by Mr Jack

1.2 Director's Statement

O'Brien, retired Assistant Secretary of the Department of Education and Science. It charts a possible future strategy for that College.

The Contract has been signed with Enterprise Ireland to facilitate the building of an Innovation Centre on the IDA land recently purchased by CIT. The design is being prepared and planning permission is being sought.

I would like to especially thank Dr Michael Noonan for his great ability in bringing so many buildings and projects to a successful completion.

B. NQAI and HETAC

Important developments occurred in the implementation of the National Qualifications Framework.

The process by which the transition from the current set of Awards to a new set of Awards, which will be placed in the National Framework of Qualifications, was completed successfully. The quantum of learning at National Certificate will now be titled Higher Certificate and the learning at Diploma level will be titled as Ordinary Degree. The Registrar, Mr Brendan Goggin and the Assistant Registrar, Mr Ed Riordan and all the staff involved in this demanding exercise deserve much thanks.

The Institute prepared a submission to HETAC to achieve Delegated Authority to award its Degrees and Post Graduate Degrees. If successful, this will be a major academic initiative and will result in CIT taking much more responsibility for its academic standing and quality.

A major panel visit from HETAC occurred on Friday 18 June 2004 to accredit CIT as an Institution suitable to maintain a Research Register in Science. The outcome was successful and the Registrar and staff deserve much praise for their high quality inputs.

C. Academic Developments

1. Continuing Education

The number of students attending Continuing Education courses at Cork Institute of Technology is exceptionally high. The variety of courses and the ladder of attainment through access provision ensures that opportunities to progress in one's occupation is facilitated by the many evening courses on offer. As the global market changes, so

will the skills needs and attainment levels of students of Continuing Education. Outcentres such as that in Clonakilty may become a feature of CIT course provision. New varieties of learning such as "e-Learning", "Work Based Learning", "Recognition of Prior Learning" and "Prior Experiential Learning" may be used to obtain credits as a method of achieving awards based on the National Qualifications Framework.

2. Research and Development

Research achievement, will in the future, be a determinant of academic standing of Universities and Institutes of Technology. CIT has a good record in competing for research funds and in research publications.

The Institute has obtained competitive funding under the PRTL Programs, the Department of Education & Science Strands 1,2 and 3, Technological Research Programmes and various European Union Research Initiatives. The development of Research Partnerships, especially with UCC must be a strategic goal of CIT.

The performance of the Genesis Enterprise Development Programme, has been a big success for Cork Institute of Technology.

D. OECD Review

OECD has conducted a major review of Higher Education in Ireland. Cork Institute of Technology made a submission outlining its perspective on the development of Third Level Education. The Review Group visited the Institute on 24 February 2004 and there was an intensive exchange of views. It is considered that the consequence of this interaction has been such that the Report published on 16 September 2004 was strongly influenced by the dialogue entered into at Cork Institute of Technology.

The Report will influence the future strategic direction of Irish Higher Education for many years to come.

E. New Structures for Academic and Administrative Organisation

Interviews were completed and appointments made, which allowed new Management Structures to come into being. The present Senior Staff structure was much too flat a management arrangement and would not be suited for a greatly expanded Institute, for a new Director to manage. The structure will allow the new Director of Cork

1.2 Director's Statement

Institute of Technology to function in a manner that will allow a better delegation of function to operate. As with any new Management Structure, it should be reviewed in time to test its efficiency.

I wish the incoming Director, Dr Brendan Murphy well in its operation and thank Ms Claire Sinnott, Secretary/Financial Controller, Dr Liam McDonnell, the TUI and all who facilitated the transition to a Management Structure suited for future challenges.

Interviews were held and appointments made in Administration. The new structure arose from a recommendation from Mazars, Consultants. It was a difficult and fraught exercise and very difficult to implement. It can only be hoped that the new structure, when fully operational, will give an enhanced service to Cork Institute of Technology.

F. Common Forum

The necessity arose arising from National Agreements (Sustaining Progress) to establish a Common Forum between Management and all Staff through their Unions to progress issues of common concern in a partnership manner.

This Common Forum together with an appointed facilitator has made substantial progress in the response to the challenges presented by "Sustaining Progress."

G. Management Information System (MIS)

The Institute is putting in place a complex MIS System. The following modules are operational:

- (i) The Library "Millennium" package
- (ii) The "Agresso" Finance Package
- (iii) The Timetabling "Syllabus Plus" Package
- (iv) The "Core" HR Module

A major package, the "Banner Student Record System" is still being developed and needs further inputs and substantial extra work to become operational.

H. Relations with University College Cork

Discussions have been held at regular intervals between Professor G.T. Wrixon, President of University College Cork and myself with the intent to promote cooperation and well being between both Institutions.

The subjects reviewed between us included, Joint Course Development, the possible sharing of facilities and cooperation to achieve the

implementation of the National Framework of Qualifications of the NQAI.

Strategically for the future, it is critical that both Institutions have a common purpose and intent to help to promote the industrial, cultural and educational development of the greater Cork region and to endeavour to foster linkages that will advance Cork as a major hub of economic activity.

I. Student Affairs

The student and his/her environment must be at all times be central to the life of Cork Institute of Technology. Learners of varied abilities enter the Institute each year. The care that must be taken to foster the individual qualities of the learner has many facets. The class learning environment must be conducive to fostering the talents and skills of students. The bonding and friendships will be a strong indication of the regard students have for the Institute. The relevance of course provision must always be regularly reviewed to ensure that the learning and skills imparted must always be relevant to a changing global economy. Membership of Clubs and Societies is part of the extra curricular development of the student and it is my hope that the activities on offer will ensure the total development of the learner.

It is pleasing that there has been a substantial development of sports facilities and with the completion of the Student Centre social and recreational facilities will be much improved.

The development of Counselling, Access and Disability Services has been very impressive and the dedicated staff deserve much gratitude for their commitment.

J. Staff

The staff of Cork Institute of Technology have reinvented themselves over the years. The skills and learning that were relevant in 1974 when CIT (The Cork Regional Technical College) opened are very different to those needed in 2004. The courses undertaken and qualifications obtained by staff has ensured that the relevance of student learning has always been appropriate. The research ethos which has developed within CIT has also ensured that research informed teaching has become a feature of the learning environment.

All staff, academic and non-academic, have taken a pastoral role in CIT and helped in fostering the reputation of CIT as a caring Institution.

1.2 Director's Statement

As older staff retire, I would hope that staff with new skills and high qualifications will develop their talents to the furtherance of the reputation of Cork Institute of Technology.

K. The Financial Management of CIT

The prudent management of resources is critical to the proper functioning of an Institution. Transparency and accountability in the financial management of Cork Institute of Technology has been a core policy in ensuring the confidence of stakeholders, especially the Department of Education & Science.

The Governing Body has a well-established Finance Committee, an Audit Committee and Governance procedures that are regularly reviewed. Frequent audits of Institute accounts have showed that best practice and procedure are maintained at all times.

I would like to thank Claire Sinnott, Secretary/Financial Controller, John Cogan, Finance Manager and their staff for their excellent stewardship of the financial affairs of Cork Institute of Technology.

L. The Future

I wish the incoming Director, Dr Brendan Murphy, "gach deagh ghuí" in assuming the arduous but most fulfilling office of Director of Cork Institute of Technology. The Institute has established itself as a respected and valued Institution in the community. It is central to the economic, social and cultural life of the region. It has excellent staff and diverse course provision.

There are challenges ahead nevertheless. Youth demography is changing and there will be more competition for entrants from other Third Level Institutions. The expectations of students and the society from which they come has also changed.

It will be a challenge to engage the interests of young people and give them a meaningful and fulfilled educational experience. Being within the remit of the HEA Authority will mean a very changed culture of Governance.

I would like to thank the Governing Body of CIT for their support and encouragement at all times. The Executive and the Senior Staff of the Institute were always supportive and dedicated to the interests of the Institute.

Especially I would like to thank Ms Ann O'Mahony and Ms Geraldine Faherty of my office for their most loyal and dedicated service and kindness to me. Mr Donal O'Rourke, the Chairman of the Governing Body of Cork Institute of Technology has been such a wise mentor and guide that I cannot express adequately my gratitude to him. I was accountable to him and the Governing Body, but his support for me as Director will stay as a lifetime memory.

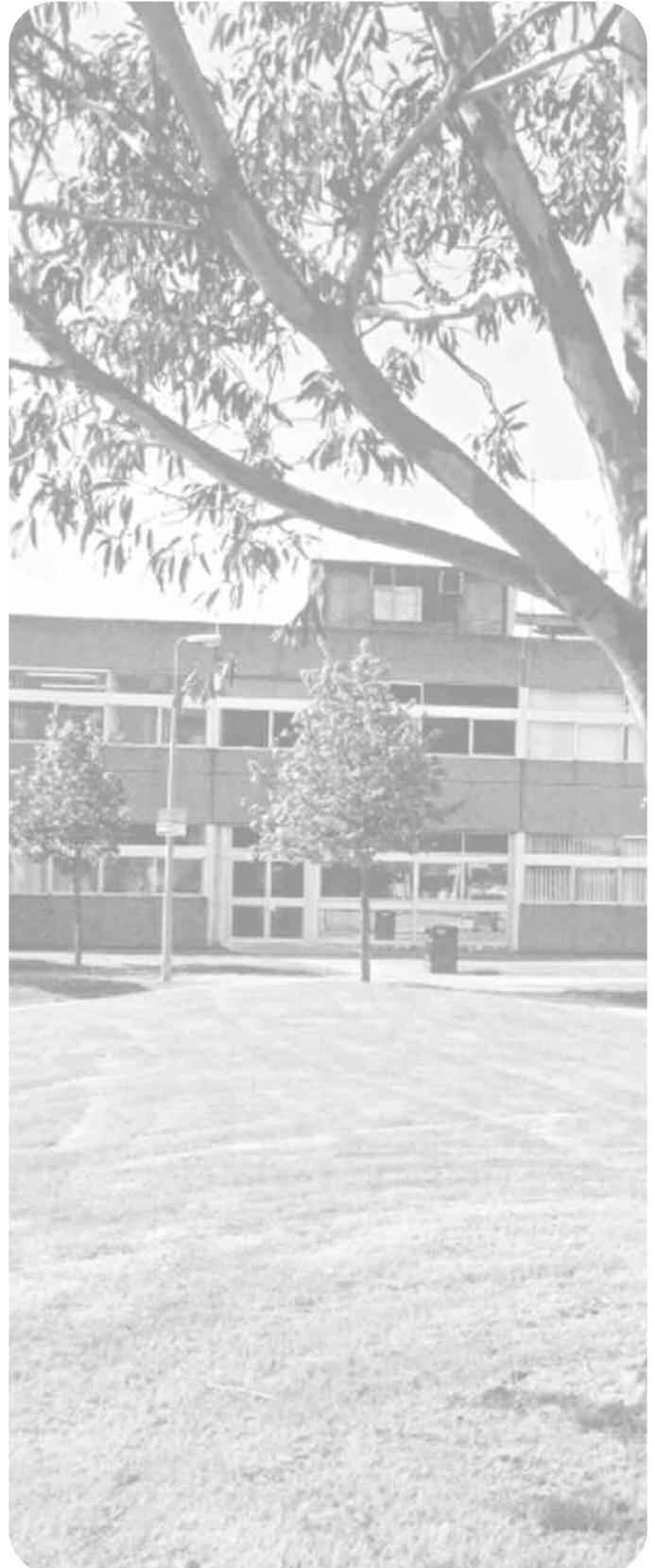
I extend to Dr Murphy, his staff and students and the Institution which has meant so much to me, my best hopes for an outstanding future.

Dr Patrick Kelleher
Director

1.3 Equality Statement

Cork Institute of Technology is an equal opportunities employer. It is committed to the on-going 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.

A committee of the Governing Body, An Coiste Gaeilge, has been in existence for a number of years to assist the Institute in this regard. It has formulated plans to meet the statutory requirements and these have been approved by the Governing Body. In view of the size and complexity of the Institute and of the extensive scope for development, it is considered that it is now appropriate to put Irish language and culture matters on a more professional basis.

Governance

2

- 2.1 Membership of Governing Body
- 2.2 Governing Body Meetings
- 2.3 Institute Senior Staff

2.1 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 during the Academic Year 2003/04 is as follows:

Chairman

Cllr Donal O'Rourke
(Nominee of the Minister for Education & Science)

Director

Dr Patrick Kelleher
(Ex Officio)

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

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

Cllr James A. Corr (Nominee of City of Cork VEC)
Cllr Frank Nash (Nominee of City of Cork VEC)
Cllr Terry Shannon (Nominee of City of Cork VEC)
Mr Barra Ó Briain (Nominee of County Cork VEC)
Vacant (Nominee of County Cork VEC)
Cllr Aileen Pyne (Nominee of County Cork VEC)

Two appointed under Section 4(1)(c)

Ms Orla Flynn (Academic Staff Nominee)
Dr Liam McDonnell (Academic Staff Nominee)

One appointed under Section 4(1)(d)

Ms Theresa Murphy (Non Academic Staff Nominee)

Two appointed under Section 4(1)(e)

Mr James Maher (Nominee of Students Union)
Ms Donna Foley (Nominee of Students Union)

One appointed under Section 4(1)(f)

Ms Marie Kearney (Nominee of the Irish Congress of Trade Unions)

Five appointed under Section 4(1)(g)

Mr Gerald M.J. Donovan (Nominee of Cork Chamber of Commerce)
Mr Denis Lucey (Nominee of Irish Co-Operative Organisation Society Ltd.)
Dr Marian Ingoldsby (Nominee of the Arts Council)
Sr Mary McDaid (Nominee of the Association of Principals and Vice Principals of Post Primary Schools)
Mr Pat McGrath (Nominee of Institution of Engineers Ireland)

2.2 Governing Body Meetings

During the period from 1 September 2003 to 31 August 2004, the Governing Body met on eleven separate occasions, including four special meetings, on the following dates:

Thursday 11	September 2003
Thursday 9	October 2003
Thursday 6	November 2003
Thursday 4	December 2003
Friday 19	December 2003 (Special Meeting)
Thursday 5	February 2004
Thursday 12	February 2004 (Special Meeting)
Thursday 11	March 2004 (Special Meeting)
Thursday 1	April 2004 (Special Meeting)
Thursday 6	May 2004
Thursday 1	July 2004

2.3 Institute Senior Staff

With the approval of the Department of Education & Science, Cork Institute of Technology introduced new Management Structures in the academic year 2003/04. Prior to this, the Institute had been operating a flat structure with Heads of Department reporting directly to the Director.

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

The structure is as follows:

Director

Dr Patrick Kelleher, BSc, LLD, FICI

Institute Executive Board (Expanded March 2004)

Assistant Principal

Dr Michael Noonan, MSc, MIBiol

Registrar

Mr Brendan Goggin, BSc, HDipEd

Secretary/Financial Controller

Ms Claire Sinnott, MA, BBS, DPA, FAA

Head of Development

Mr Michael Delaney, MSc, MEd, MIBiol, HDipEd, MICI, MESAI, ATCL

Co-Ordinator of Engineering

Mr Liam Hodnett, ME, Eurlng, CEng, FIEI

Co-Ordinator of Business & Humanities

Mr Damien Courtney, BA, MA(Louv),

MPhil(Louv), MIUSSP, MICEM, MSSIS, MSAI

Co-Ordinator of Science

Dr Eamonn Cashell, BA(Mod), BSc, CPhys, MHSTP

Head of Department of Nautical Studies

Mr Donal Burke, CEng, FIMarE

(to transfer to the National Maritime College of Ireland in October 2004)

Director, Cork School of Music

Dr Geoffrey Spratt, BA

Principal, Crawford College of Art & Design

Mr Geoff Steiner-Scott, BA

Central Services Managers

Administration & Student Affairs Manager

Mr Eamon O'Connor

Buildings Estates Manager

Mr Kevin McCarthy, MSc, CEng, MIEI

Finance Manager

Mr John Cogan

Human Resources Manager

Mr Anthony Collins, MA, AIPM, MSAI

Industrial Liaison Manager

Ms Josette O'Mullane, BComm

IT Manager

Mr Diarmuid Brennan, BE, MSc

Librarian

Mr Derry Delaney, BA, DLIS

BISHOPSTOWN CAMPUS:

ENGINEERING

Co-Ordinator of Engineering

Mr Liam Hodnett, ME, Eurlng, CEng, FIEI

School of Building & Civil Engineering:

Head of School

Vacant

Head of Department of Civil, Structural

Mr Martin Mannion, ME, CEng, FIEI, FISE, Eurlng

& Environmental Engineering

Head of Department of Construction & Architecture

Mr James Kilduff, BSc, MSc, FMCS, FSCS

School of Mechanical & Process Engineering:

Head of School

Mr Anthony Fitzpatrick, BE(Mech), CEng, FIEI, FIMarE

Head of Department of Chemical & Process Engineering

Mr John O'Shea, BE(Chem Eng), FIChemEng

Head of Department of Mechanical Engineering

Mr Matt Cotterell, BE, MEd, CMfgE, MIEI, MASQ

Head of Department of Manufacturing, Biomedical

Mr Daithi Fallon, BE, MEngSc, CEng, CQE

& Facilities Engineering

Head of Department of Transport & Automobile Engineering

Mr Donal Dempsey, MT, TechDip

2.3 Institute Senior Staff

School of Electrical & Electronic Engineering:

Head of School

Mr Paul Sliney, BE(Elec), MEngSc, Eurlng, CEng, FIEI

Head of Department of Electrical Engineering

Mr Barry Leach, MSc, Eurlng, CEng, FIEI, MCIBSE, MASHRAE, MIEE, MSLI

Head of Department of Electronic Engineering

Ms Irene Sheridan, BE(Elec), MEngSc, MSMART, MSME

BUSINESS & HUMANITIES

Co-Ordinator of Business & Humanities

Mr Damien Courtney, BA, MA(Louv), MPhil(Louv), MIUSSP, MICEM, MSSIS, MSAI

School of Business:

Head of School

Mr Tom Rigney, FCCA, ACIS, AITI, DipEdAdmin

Head of Department of Management & Marketing

Mr Brian McGrath, ACA, BComm, MMII, FICA

Head of Department of Accounting & Information Systems

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

Head of Department of Adult & Continuing Education

Mr Paul Mahony, FCA, FCPA, MBA

Head of Department of Educational Opportunities

Ms Marese Bermingham, BComm, HDipEd, HDipGC, MIGC

School of Humanities:

Head of School (Acting)

Ms Orla Flynn, BSc, MSc

Head of Department of Social & General Studies

Mr Jim Walsh, BA, HDipEd, BCL, LLB, MEMI

Head of Department of Media Communications (Acting)

Mr Michael Murphy, NDip(Fine Art), MA, MALT, MHAN

Head of Department of Tourism & Catering Studies (Acting)

Mr Liam Noonan, MIHCI, CG

Head of Department of DEIS

Mr Ray Coughlan, BE(Elec), MEngSc, MIEI

*SCIENCE

Co-Ordinator of Science

Dr Eamonn Cashell, BA(Mod), BSc, CPhys, MHSTP

School of Science:

Head of School

Dr Eamonn Cashell, BA(Mod), BSc, CPhys, MHSTP

Head of Department of Applied Physics & Instrumentation

Dr Liam McDonnell, BSc, FIP, MISA

Head of Department of Biological Sciences

Dr Andrew Petersen, BSc, MSc, MRIA, MIB, MFSBI, MIWES, MIST

Head of Department of Chemistry

Dr John Wood, BSc, FICI MRSC

School of Computing & Mathematics:

Head of School

Dr Brendan Murphy, BA, MA, FSS, FICS, CEng, FIEI

Head of Department of Computing

Mr Jim O'Dwyer, BA(Mod), HDipEd, CEng, MIEI, FICS, MACM, MBCS

Head of Department of Mathematics

Mr Kevin Kelly, BSc, MSc, HDipEd, MIMS

Head of Department of Nautical Studies

Mr Donal Burke, CEng, FIMarE

This Department will transfer to the National Maritime College of Ireland when it opens in October 2004.

2.3 Institute Senior Staff

CORK SCHOOL OF MUSIC

Director

Dr Geoffrey Spratt, BA

CRAWFORD COLLEGE OF ART & DESIGN

Principal

Mr Geoff Steiner-Scott, BA

* In relation to the Science area, it was agreed that one of the Heads of Schools within that area, would undertake the duties of Co-Ordinator of Science on a rotating yearly basis.

Academic & Student Affairs

3

- 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 Approved Courses - Part Time
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3.1 Academic Council Membership

The Academic Council met on seven occasions during the period 1 September 2003 to 31 August 2004 as follows:

Tuesday, 30 September 2003
 Thursday, 15 October 2003
 Thursday, 20 November 2003
 Thursday, 8 January 2004
 Thursday, 23 January 2004
 Monday, 8 March 2004
 Tuesday, 11 May 2004

The staff members listed below were appointed in 2001 and were in office until March 2004:

DIRECTOR Patrick Kelleher

Senior Academic Staff

Aiveen Kearney	Cork School of Music	Maria Judge	Head, Aural & Musicianship, Cork School of Music
Albert Walsh	Head, Education, Crawford College of Art & Design	Michael Delaney	Head of Development
Andrew Petersen	Head of Department of Biological Sciences	Michael Noonan	Assistant Principal
Brendan Goggin	Registrar	Orla Flynn	Head of Department of Media Communications
Brendan J Murphy	Head of Department of Mathematics & Computing	Paul Mahony	Head of Department of Adult & Continuing Education
Brian McGrath	Assistant Head of Department of Business Studies	Paul Sliney	Head of Department of Electronic Engineering
Candace Whitehead	Head, Strings, Cork School of Music	Ray Coughlan	Head of Department of DEIS
Claire Sinnott	Secretary /Financial Controller	Stuart White	Head, Fine Art, Crawford College of Art & Design
Damien Courtney	Head of Department of Social Studies	Tom Rigney	Head of Department of Business Studies
Donal Burke	Head of Department of Nautical Studies	Tony Fitzpatrick	Head of Department of Mechanical & Manufacturing Engineering
Donal Dempsey	Head of Department of Transport & Automobile Engineering		
Eamonn Cashell	Head of Department of Applied Physics & Instrumentation	EX-OFFICIO STAFF	
Finbarr Leach	Head of Department of Electrical Engineering	Derry Delaney	Librarian
Gabriela Mayer	Head, Piano, Cork School of Music	Edmund Riordan	Assistant Registrar
Geoffrey Spratt	Director, Cork School of Music	John Twohig	Chairperson Apprentice Board of Studies
Geoff-Steiner Scott	Principal, Crawford College of Art & Design		
John O'Connor	Head, Wind, Percussion, Singing & Drama, Cork School of Music	STUDENT REPRESENTATIVES	
John O'Shea	Head of Department of Chemical & Process Engineering	Colin Noonan	Students' Union
John Wood	Head of Department of Chemistry	Conor O'Farrell	Students' Union
Liam Hodnett	Head of Department of Civil Engineering	James Maher	Students' Union
Liam Noonan	Head of Department of Tourism & Catering (Acting)	Georgina O'Mahony	Students' Union
Marese Bermingham	Head of Department of Educational Opportunities	ELECTED ACADEMIC STAFF	
		Áine de Róiste	Department of Social & General Studies
		Aisling O'Gorman	Department of Chemical & Process Engineering
		Brendan Doyle	Department of Chemistry
		Catherine Elwood	Department of Media Communications
		Chris Gibbons	Department of Mechanical & Manufacturing Engineering

3.1 Academic Council Membership

Daithí Fallon	Department of Mechanical & Manufacturing Engineering	William Nolan	Manufacturing Engineering Department of Business Studies
Des Roche	Department of Business Studies		
Don Crowley	Department of Business Studies		
Donal Power	Department of Media Communications		
Eamonn Wall	Department of Biological Sciences		
Eamonn Walsh	Department of Business Studies		
Eddie Fitzgerald	Department of Biological Sciences		
Gerard Forde	Department of Business Studies		
Gerard Kelly	Cork School of Music		
Harvey Makin	Department of Applied Physics & Instrumentation		
Helen Breen	Department of Business Studies		
Heloise Tarrant	Department of Biological Sciences		
James Kilduff	Department of Building & Civil Engineering		
Jean Stynes	Department of Mathematics & Computing		
Jim O'Dwyer	Department of Mathematics & Computing		
Jim Walsh	Department of Social & General Studies		
John O'Brien	Department of Mathematics & Computing		
Kevin Kelly	Department of Mathematics & Computing		
Liam McDonnell	Department of Applied Physics & Instrumentation		
Maurice Murphy	Department of Business Studies		
Michael Randles	Department of Business Studies		
Niall Smith	Department of Applied Physics & Instrumentation		
Patricia McCarthy	Cork School of Music		
Patrick Foskin	Crawford College of Art & Design		
Regina O'Flynn	Department of Business Studies		
Stephen Cassidy	Department of Mechanical & Manufacturing Engineering		
Tony O'Doherty	Department of Applied Physics & Instrumentation		
Tony O'Mahony	Department of Business Studies		
Vincent Ryan	Department of Mathematics & Computing		
William Corr	Department of Mechanical &		
			The new academic council was appointed in March 2004 and will continue in office for a period of three years.
			DIRECTOR
			Patrick Kelleher
			SENIOR ACADEMIC STAFF
		Aiveen Kearney	Cork School of Music
		Albert Walsh	Head, Education, Crawford College of Art & Design
		Andrew Petersen	Head of Department of Biological Sciences
		Brendan J Murphy	Head of School of Computing & Mathematics
		Brian McGrath	Head of Department of Management & Marketing
		Candace Whitehead	Head, Strings, Cork School of Music
		Daithi Fallon	Head of Department of Manufacturing, Biomedical & Facilities Engineering
		Damien Courtney	Co-Ordinator of Business & Humanities
		Donal Burke	Head of Department of Nautical Studies
		Donal Dempsey	Head of Department of Transport & Automobile Engineering
		Eamonn Cashell	Head of School of Science/Co-Ordinator of Science
		Finbarr Leach	Head of Department of Electrical Engineering
		Gabriela Mayer	Head, Piano, Cork School of Music
		Geoff Steiner-Scott	Principal, Crawford College of Art & Design
		Geoffrey Spratt	Director, Cork School of Music
		Gerard O'Donovan	Head of Department of Accounting & Information Systems
		Irene Sheridan	Head of Department Electrical Engineering
		James Kilduff	Head of Department of Construction & Architecture
		Jim O'Dwyer	Head of Department of Computing
		Jim Walsh	Head of Department of Social & General Studies
		John O'Connor	Head, Wind, Percussion,

3.1 Academic Council Membership

John O'Shea	Singing & Drama, Cork School of Music Head of Department of Chemical & Process Engineering
John Wood	Head of Department of Chemistry
Kevin Kelly	Head of Department of Mathematics
Liam Hodnett	Co-Ordinator of Engineering
Liam McDonnell	Head of Department of Applied Physics & Instrumentation
Liam Noonan	Head of Department of Tourism & Catering (Acting)
Marese Bermingham	Head of Department of Educational Opportunities
Maria Judge	Head, Aural & Musicianship, Cork School of Music
Martin Mannion	Head of Department of Civil, Structural & Environmental Engineering
Matt Cotterell	Head of Department of Mechanical Engineering
Michael Murphy	Head of Department of Media Communications (Acting)
Orla Flynn	Head of School of Humanities (Acting)
Patricia Murphy	Head, Suzuki Section, Cork School of Music
Paul Mahony	Head of Department of Adult & Continuing Education
Paul Sliney	Head of School of Electrical & Electronic Engineering
Ray Coughlan	Head of Department of DEIS
Stuart White	Head, Fine Art, Crawford College of Art & Design
Tom Rigney	Head of School of Business
Tony Fitzpatrick	Head of School of Mechanical & Process Engineering
VACANT	Head of School of Building & Civil Engineering

SENIOR EXECUTIVE

Claire Sinnott	Secretary/Financial Controller
Michael Delaney	Head of Development
Michael Noonan	Assistant Principal
Brendan Goggin	Registrar

EX-OFFICIO STAFF

Derry Delaney	Librarian
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Edmund Riordan	Assistant Registrar
John Twohig	Chairperson Apprentice Board of Studies

STUDENT REPRESENTATIVES

Catherine Hennessey	Students' Union
Conor O'Farrell	Students' Union
James Maher	Students' Union
Jamie Meaney	Students' Union
Natalie Quinlan	Students' Union

ELECTED ACADEMIC STAFF

Adrian Gregan	School of Humanities
Aidan Coffey	School of Science
Áine de Róiste	School of Humanities
Bernard O'Callaghan	School of Mechanical & Process Engineering
Catherine Frehill	School of Science
Christine Pybus	Crawford College of Art & Design
Cliona McGuane	School of Computing & Mathematics
Colette O'Brien	Cork School of Music
Des Walsh	School of Building & Civil Engineering
Dirk Pesch	School of Electrical & Electronic Engineering
Don Crowley	School of Business Studies
Eamonn Doyle	School of Nautical Studies
Eithne Farr	School of Building & Civil Engineering
Gerard Kelly	School of Mechanical & Process Engineering
Harvey Makin	School of Science
Jeremiah Murphy	School of Building & Civil Engineering
John Gibson	Cork School of Music
John McCarthy	Cork School of Music
Joseph Connell	School of Electrical & Electronic Engineering
June O'Reilly	School of Humanities
Kevin Gill	Crawford College of Art & Design
Margaret Lane	School of Science
Mary McCarthy	School of Science
Maurice Murphy	School of Business Studies
Michael J O'Mahony	School of Mechanical & Process Engineering
Michael Loftus	School of Computing & Mathematics
Michael O'Gorman	School of Electrical &

3.1 Academic Council Membership

Michael Randles	Electronic Engineering
Michael Walsh	School of Business Studies
Orla Boyle	School of Business Studies
	Crawford College of Art & Design
Patricia Anderson	School of Humanities
Philip Curtin	School of Humanities
Raymond Looney	School of Electrical & Electronic Engineering
Rita O'Donnell	Cork School of Music
Seamas de Barra	Cork School of Music
Stephen Cassidy	School of Mechanical & Process Engineering
Tadhg Leane	School of Computing & Mathematics
Thomas J Murray	School of Building & Civil Engineering
Tom Knox	School of Building & Civil Engineering
Trina Scott	Cork School of Music
Vincent Ryan	School of Computing & Mathematics
Violetta Murphy	School of Computing & Mathematics
William Corr	School of Mechanical & Process Engineering

3.2 Academic Council Executive Committee Membership

The composition of the Academic Council Executive Committee is:

1. The Director (ex-officio)
2. The Registrar (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. The Executive Committee shall have the right to comment and make recommendations on, but not alter, amend or delay any such item. The Executive Committee shall not be empowered to make decisions on behalf of the Academic Council. In the event of business arising that is of extreme urgency, a special meeting of the Academic Council shall be convened;
- To refer relevant matters to Committees of the Academic Council;
- To co-ordinate 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 not less than half of the membership of the Executive Committee are present;
- chaired by the Director or by the Director's nominee from within the Executive Committee. In the absence of the Director or Director's nominee, an acting Chairperson shall be appointed from within the Executive Committee by the members present;
- recorded by the Registrar who shall act as Secretary of the Executive Committee. In the absence of the Registrar, an acting Secretary shall be nominated from within the Executive Committee by the members present.

3.3 Academic Council Committees

The Academic Council formed the following seven committees

ACADEMIC PLANNING COMMITTEE

Stephen Cassidy (Chairman)

ACADEMIC REVIEW COMMITTEE

Liam McDonnell (Chairman)

ADMISSIONS COMMITTEE

John O'Shea (Chairman)

LEARNING RESOURCES COMMITTEE

Kevin Kelly (Chairman)

REGULATIONS COMMITTEE

Tony O'Doherty (Chairman)

RESEARCH & DEVELOPMENT COMMITTEE

Heloise Tarrant (Chairperson)

STANDING ORDERS COMMITTEE

Jim Walsh (Chairman)

3.4 Academic Development

National Framework of Qualifications

The National Framework of Qualification was formally launched by the National Qualifications Authority of Ireland (NQAI) in October 2003. The launch followed an extensive period of consultation with stakeholders including CIT.

Arising from the implementation, and in conjunction with HETAC, the Institute engaged in a conversion process of its awards. This resulted in ongoing validation by HETAC on the following general basis:

- National Certificates re-validated as Higher Certificates at Level 6 of the Framework
- National Diplomas re-validated as Ordinary Bachelor Degrees at Level 7
- Degrees re-validated as Honours Degrees at Level 8

For each individual programme a process of analysis and certification of conformity with the interim standards published by HETAC was carried out.

Following representations from CIT, it was agreed by HETAC that Music should be designated as a specific study area, with the result that the Music Degree of CIT continued to be designated as the Bachelor of Music (Honours). In general, the new award titles were successfully implemented in conjunction with HETAC.

Delegated Authority

The Institute through the Academic Council and Governing Body agreed to progress applications for Delegated Authority to all levels, up to and including PhD at Level 10. This process would have several aspects including applications to HETAC for authority to maintain a register of postgraduate research students in specified areas, and in addition a new institutional application for Delegated Authority up to level 10. A meeting was held with officers of HETAC at which timescales and processes for such applications were broadly agreed.

Research Register Accreditation

As stated above, the obtaining of accreditation to maintain a postgraduate research register of students was deemed by HETAC to be pre-requisite to obtaining Delegated Authority at research Masters and Doctoral level. A comprehensive self-

study of research activity in Science was compiled by the Science departments and the Registrar's Office and was submitted to HETAC. The Science Research Register Accreditation Panel, an international team of experts convened by HETAC, visited in June 2004 and recommended accreditation to Level 10 (PhD) for the Science faculty.

OECD Study Group

The Institute made a formal submission to the OECD Study Group which had been appointed to make recommendations on Irish Higher Education. A meeting with the Study Group took place in February 2004 at which wide-ranging and robust discussion took place.

Programmatic Review

A programmatic Review of Computing Courses (other than the Information Technology Support suite, which is part of a national consortium) took place in May 2004. The Review, which was positive, was chaired by Mr Seamus O'Shea, Head of School of Science, IT Tralee.

New Courses

The following new programmes were approved in the Academic Year 2003-2004:

- National Diploma in Interior Architectural Technology (Converted to Bachelor of Science in Interior Architecture)
- BA (Hons) in Community Education & Development

Modularisation & Semesterisation

A Working Party was established to investigate and report back to Academic Council on the advantages and disadvantages of Modularisation & Semesterisation. A report was prepared, and the Working Party is continuing its deliberations.

3.5 Approved Courses - Full Time

BUSINESS & HUMANITIES COURSES

Department of Business Studies

National Certificate in Business Studies

National Certificate in Business Studies in Office Information Systems

Advanced Certificate in Business Studies in Accounting

National Diploma in Business Studies in Accounting

National Diploma in Business Studies in Marketing

Bachelor of Business Studies

Bachelor of Business in Information Studies

Post Graduate Studies

National Certificate in Agriculture

Department of Tourism & Catering Studies

National Certificate in Business Studies in Tourism

National Certificate in Business Studies in Hotel & Catering Supervision

National Diploma in Business in Hotel & Catering Management

Department of Social & General Studies

National Certificate in Applied Social Studies in Social Care

National Diploma in Applied Social Studies in Social Care

Bachelor of Arts in Applied Social Studies

Master of Arts in Applied Social Studies

Doctor of Philosophy in Applied Social Studies

National Certificate in Business Studies in Recreation & Leisure

National Diploma in Business in Recreation & Leisure Management

Post Graduate Studies

DEIS

National Certificate in Humanities in Community Education & Development

Department of Media Communications

Bachelor of Arts Degree in Multimedia

National Diploma in Design Communication

ENGINEERING

Department of Civil, Structural & Environmental Engineering

Bachelor of Engineering in Structural Engineering

National Certificate in Engineering in Civil Engineering

National Diploma in Engineering in Civil Engineering

Department of Construction & Architecture Engineering

National Certificate in Construction

National Diploma in Construction in Construction Economics

National Diploma in Construction in Construction Management

National Certificate in Construction in Interior Architectural Technology

National Diploma in Construction in Architectural Technology

Department of Chemical & Process Engineering

Bachelor of Engineering in Chemical & Process Engineering

Post Graduate Studies

Department of Electronic Engineering

Bachelor of Engineering in Electronic Engineering

National Certificate in Engineering in Electronic Engineering

National Diploma in Engineering in Electronic Engineering

3.5 Approved Courses - Full Time

National Certificate in Manufacturing Technology

Post Graduate Studies

Department of Electrical Engineering

National Certificate in Engineering in Electrical Engineering

National Diploma in Engineering in Electrical Engineering

Department of Mechanical Engineering

Bachelor of Engineering in Mechanical Engineering

National Certificate in Engineering in Mechanical Engineering

National Diploma in Engineering in Mechanical Engineering

Post Graduate Studies

Department of Manufacturing, Biomedical & Facilities Engineering

National Diploma in Engineering in Manufacturing Engineering

National Certificate in Engineering in Biomedical Engineering

National Diploma in Engineering in Biomedical Engineering

National Certificate in Engineering in Building Services Engineering

National Diploma in Engineering in Building Services Engineering

Department of Transport & Automobile Engineering

National Certificate in Technology in Automobile Technology

National Diploma in Technology in Transport Management & Technology

Department of Nautical Studies

National Diploma in Engineering in Marine Engineering

National Diploma in Science in Nautical Science

Certificate in Navigational Studies in Seamanship

Courses for Professional Seafarers

SCIENCE & COMPUTING

Department of Applied Physics & Instrumentation

National Certificate in Science in Applied Physics & Instrumentation

National Diploma in Science in Applied Physics & Instrumentation

National Diploma in Science in Applied Physics & Semiconductor Technology

Bachelor of Science in Applied Physics & Instrumentation

Post Graduate Studies

Bachelor of Science in Computerised Instrument Systems

Department of Biological Sciences

National Certificate in Science in Applied Biology

National Diploma in Science in Food Science & Technology

National Diploma in Science in Cell & Molecular Biology

Bachelor of Science in Applied Biosciences

Post Graduate Studies

Certificate in Medical Laboratory Sciences

Bachelor of Science in Biomedical Sciences

Department of Chemistry

National Certificate in Science in Applied Chemistry

National Diploma in Science in Chemical Technology

3.5 Approved Courses - Full Time

Bachelor of Science in Analytical Chemistry with

Quality Assurance

Post Graduate Studies

Department of Mathematics & Computing

Bachelor of Science in Computer Applications

Bachelor of Science in Software & Computer
Networking

Bachelor of Science in Software Development with
French

Bachelor of Science in Software Development with
German

National Certificate in Computing

National Diploma in Computing

National Certificate in Computing in Information
Technology Support

National Diploma in Computing in Information
Technology Support

Graduate Diploma in Computing in Education

Master of Science in Computing in Computing in
Education

Master of Science in Software Development

Educational Opportunities Department

Adults into Higher Education Certificate

National Certificate in Business Studies for Mature
Students

National Certificate in Science in Good Manufacturing
Practice & Technology

Crawford College of Art & Design

National Diploma in Art

National Diploma in Design in Product Design in
Ceramics

Bachelor of Arts in Fine Art

Bachelor of Design in Ceramic Design

HETAC Diploma for Art & Design Teachers

Post Graduate Diploma in Art Therapy

Cork School of Music

Bachelor of Music Degree

Post Graduate Studies (MA & PhD Degrees)

3.6 Approved Courses - Part Time

The following part time courses were offered by the Institute in the academic year 2003/2004. Courses are listed by department.

Department of Applied Physics & Instrumentation

National Certificate in Science in Industrial Measurement & Control

National Diploma in Science in Applied Physics & Instrumentation

Bachelor of Science in Applied Physics & Instrumentation

Post Graduate Degrees: MSc & PhD

Department of Biological Sciences

Basic Microbiology

Department of Construction & Architecture

National Certificate in Construction

National Diploma in Construction in Construction Management

National Diploma in Construction in Construction Economics

The Chartered Institute of Building: Professional Studies- Construction Management

The Chartered Institute of Building: Professional Studies- Commercial Management

Intermediate/Advanced Structural Design

Department of Civil, Structural & Environmental Engineering

National Diploma in Engineering in Civil Engineering

IEI Graduate Diploma

Department of Adult & Continuing Education

Master of Business Studies

Bachelor of Business Studies

National Certificate in Business Studies

National Diploma in Business Studies in Management

National Certificate in Business Studies in Office Information Systems

Professional Accountancy Courses

- Institute of Certified Public Accountants in Ireland

- Association of Chartered Certified Accountants

- Chartered Institute of Management Accountants

- Institute of Accounting Technicians in Ireland

- Diploma in Financial Management

- Certified Accounting Technician (ACCA)

Certificate in Credit Management

The Marketing Institute

Certificate in Professional Selling

Human Resource Management Courses:

- Certificate in Personnel Practice

- National Diploma in Human Resource Management

Diploma in Industrial Engineering

Diploma in Purchasing & Materials Management

Professional Diploma in Global Trade & eBusiness

Institute of Professional Auctioneers & Valuers (IPAV)

- Certificate in Auctioneering & Estate Agency

- Diploma in Property Management & Valuation

SHORT COURSES

German

French

European Computer Driving Licence (ECDL)

ECDL Advanced

3.6 Approved Courses - Part Time

Keyboard Skills/ Word Processing

Introductory Book-keeping & Accounting

Understanding the Taxation System

Road Transport- Certificate of Professional Competence (CPC)

Introduction to Marketing

Setup & Run a Business

Role of Professional Selling Skills

Customer Relationship Management

E-Commerce

Training the Trainer

Department of Chemical & Process Engineering

Certificate in Safety & Health at Work

Chemical Engineering Fundamentals

Chemical Engineering for Chemists

Department of Chemistry

National Diploma in Science in Chemical Technology

Bachelor of Science in Analytical Chemistry with Quality Assurance

Certificate in Quality Assurance

Certificate in Quality Management

Diploma in Quality Management

Department of Electrical Engineering

Electrical Installation Competencies Certificate Part 2 (C&G 236)

Electrical Installation Work Course C Certificate (C&G 236)

Diploma in Electrical Engineering Practice

Applications of Programmable Logic Controllers
AutoCAD Electrical

Department of Electronic Engineering

National Certificate in Engineering in Electronic Engineering

National Diploma in Engineering in Electronic Engineering

Bachelor of Science in Electronics Manufacturing

Department of Mathematics & Computing

CISCO Network Academy Programme

- CISCO Certified Network Associate

- CISCO Certified Network Professional

Check Point Certified Systems Administrator

National Certificate in Computing

National Diploma in Computing

National Diploma in Computing in IT Support

Master of Science in Software Development

Graduate Diploma in Computing in Education

Master of Science
(Computing in Education)

Department of Mechanical & Manufacturing Engineering

National Certificate in Technology in Maintenance Technology

City & Guilds of London Institute:

- Technician Awards in Engineering, 2565 Certificate, Diploma & Advanced Diploma

165 Certificate in Welding & Fabrication Practice

Computer Aided Engineering (CAE):

- Computer Aided Draughting & Design using AutoCAD (C&G 4351 Complex 01)

3.6 Approved Courses - Part Time

- Three Dimensional Design using AutoCAD (C&G Complex 03 & 09)
- AutoCAD Customisation & System Management (C&G 4351 Complex 04 & 05)
- Engineering Design using Pro Engineer- Advanced Level

Centre for Advanced Manufacturing & Management Systems (CAMMS)

- Society of Manufacturing Engineers Certification (SME):
- Certified Manufacturing Technologist (CMfgT)
- Certified Manufacturing Engineer (CMfgE)
- American Society for Quality Certification Programmes (ASQ):
 - Certified Quality Technician (CQT)/
 - Certified Quality Engineer (CQE)
- Project Management
- Project Management Context
- 2340 Fluid Power Engineering Competences Part 2- Pneumatics & Electro-Pneumatics (City & Guilds of London Institute)
- SCADA Course
- National Diploma in Engineering in Manufacturing Engineering
- Bachelor of Science in Process Plant Technology
- Bachelor of Science in Advanced Manufacturing Technology
- Basic Engineering Competences- 2010 (City & Guilds of London Institute)

Department of Media Communications

Desktop Publishing & Design

Web Design & Construction

Diploma in Public Relations

Department of Nautical Studies

Yachtmaster (Offshore) Certificate
Shore-Based Course

Yachtmaster (Ocean) Certificate
Shore-Based Course

Electrical Power Maintenance for Yachts

Department of Social & General Studies

Diploma in Public Management- Year 1

BA Degree in Public Management- Year 1

One Year Certificate in Applied Social Studies in
Counselling

National Certificate in Applied Social Studies in
Counselling

Bachelor of Arts in Applied Social Studies
in Counselling

Social Care Supervision

Golf Club Management

Adult Health & Fitness Programme

Philosophy of Science

Department of Tourism & Catering Studies

Marketing for Small Tourism Enterprises

Bartenders Retraining Course

Primary Course in Food Hygiene

Certificate in Irish Home Hospitality

Department of Transport & Automobile Engineering

The Institute of the Motor Industry Certificate of
Management

Department of Education & Science – Technological
Certificate Courses

3.6 Approved Courses - Part Time

- Motor Car Engineering
- Automobile Electricity
- Garage Organisation & Management

Updating of Skills for Technicians

Preparatory Course for Motor Assessing & lost Adjusting

Crawford College of Art & Design

Painting

Drawing from Life

Painting & Drawing

Photography

Stained Glass

Pottery

Textiles

Art Therapy

Arts & Empowerment Facilitation Training (AEFT)

Folder Preparation Course

Cork School of Music

Choral Groups- Fleischmann Choir

Instrumental- Wind Ensemble

Instrumental- Jazz Big Band

Instrumental- Symphony Orchestra

Adult Music Literacy

Courses for Teachers

Individual Tuition

Recitals & Concerts

3.7 Validating Authorities

11 June 2001 saw the setting up of the Higher Education & Training Awards Council (HETAC). This Council, together with the Further Education and Training Awards Council (FETAC) and the National Qualifications Authority of Ireland (NQAI) form part of a radical legislative and practical overhaul arising from the Qualifications Act 1999.

Higher Certificate, Ordinary Bachelor Degrees and Honours Degrees

The implementation of the National Framework of Qualification (NQAI) in October 2003, in conjunction with HETAC resulted in the conversion of National Certificates revalidated as Higher Certificates at Level 6 of the Framework, National Diplomas revalidated as Ordinary Bachelor Degrees at Level 7 and Degrees revalidated as Honours Degrees at Level 8.

Higher Education & Training Awards Council

HETAC is the legal successor to the National Council for Educational Awards, but its powers are significantly different. HETAC is essentially an awarding and quality assurance body. Many functions of the NCEA have fallen to the Institutes of Technology, for example, appointment of external examiners. HETAC's main functions include:

- Setting standards for higher education and training awards
- Validation of higher education and training programmes
- Monitoring of institutional quality assurance procedures
- Delegation of awarding powers to recognised institutions
- Ensuring that student assessment procedures are fair and consistent

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.

Department of Education & Science Technological Certificates

The Institute offers technological certificate courses for part time students as evening courses. These certificates are validated by the Department of Education & Science.

These courses are provided in the following areas, Building, Automobile Engineering, Mechanical Engineering and Electrical Engineering.

Apprentices

The Institute offers courses at Phase 4 and Phase 6 levels, these examinations lead to the award of the National Craft Certificate by FETAC.

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

Further Education & Training Awards Council (FETAC)

The Institute also provides part time and block release courses in the Tourism, Hospitality and Catering areas. These courses are validated by FETAC.

City & Guilds of London Institute (C&G)

Many of the part time courses run by the Institute in the Building & Civil, Mechanical & Manufacturing, Electrical & Electronics and Transport & Automobile Engineering departments are also validated by the City & Guilds of London Institute as the courses are designed to meet C&G standards. These course are indicated by the letters C&G after the course title in Section 3.4 & 3.5

3.7 Validating Authorities

Institute of Public Administration (IPA)

The IPA examines and validates the part time course for Bachelor of Business Studies Award. (The full time course is validated by HETAC).

ADDITIONAL RECOGNITION OF CORK INSTITUTE OF TECHNOLOGY COURSES

In addition to validation of its courses by HETAC, the Institute has obtained further recognition by professional bodies wherever possible, in order to enhance the professional standing of graduates and to provide them with the fullest possible advantages for employment and career development. The main recognitions obtained are:

B Sc Applied Physics and Instrumentation

- Institute of Physics

B Sc Biomedical Science

- Institute of Biomedical Sciences
- Council of Professions Supplementary to Medicine

B Eng Electronics Engineering

- Institute of Engineers of Ireland (IEI)
- FEANI
- Washington Accord

B Eng Structural Engineering

- Institute of Engineering of Ireland (IEI)
- FEANI
- Washington Accord

B Eng Mechanical Engineering

- Institute of Engineers of Ireland (IEI)
- FEANI
- Washington Accord

B Eng Chemical and Process Engineering

- Institute of Engineers of Ireland (IEI)
- FEANI
- Washington Accord
- Institution of Chemical Engineers (ICHEME)

B Mus (Suzuki Stream)

- European Suzuki Association

Certificates/Diplomas in Electrical Engineering, Building Services Engineering

- Chartered Institution of Building Services Engineers

Certificates/Diplomas in Electrical/Electronic/Mechanical Engineering

- Institution of Engineers of Ireland (IEI)

Bachelor of Business Studies

- The Chartered Institute of Management Accountants

National Diploma in Business Studies in Accounting

- The Institute of Certified Public Accountants in Ireland

National Certificate in Business Studies

- The Association of Chartered Certified Accountants

Advanced Certificate in Accounting

- The Institute of Chartered Accountants in Ireland (Exemptions from various requirements of the Professional Accounting Bodies are granted).

Certificate in Business Studies, National Diploma in Marketing, Bachelor of Business Studies

- Exemptions from the Marketing Institute

National Diploma in Construction Economics

- Society of Chartered Surveyors
- Chartered Institute of Building

National Diploma in Construction Management

- Chartered Institute of Building

National Diploma in Design

- Institute of Designers Ireland

Accreditation of CIT Engineering Degrees

These degrees are fully accredited by the Institution of Engineers of Ireland (IEI) and graduates are eligible for corporate membership with Chartered Engineer (CEng) status following appropriate experience.

3.7 Validating Authorities

International Recognition

European Engineer: These degrees fulfil the Fédération Européenne d'Associations Nationales d'Ingenieurs (FEANI) Group One registration requirements and thus meet the academic requirements for the award of the title European Engineer (Eurlng). Such engineers may practice in most European countries.

Washington Accord: As these degrees are accredited by the IEI (the Irish accreditation body) they also fulfil the requirements for mutual recognition by the national accreditation bodies which have signed the Washington Accord i.e. USA, UK, Canada, Australia, New Zealand, South Africa, Hong Kong and Ireland.

3.8 External Examiners

HUMANITIES COURSES

Bachelor of Arts

Counselling

Ger Murphy
Mary Ryan

Fine Art

Helen Baker-Alder
George Blacklock
Philip Cottrell
Colm O Briain

Multimedia

Godfrey Lee
Larry McNutt

Social Care

Mary Doyle
Gay Graham
Perry Share
Angela Veale

Bachelor of Design

Ceramic Design

Mark A Hunt
Susan Rogers

Visual Communications

Maryanne Bolger
Steven Hunt
Deirdre Idema

Bachelor of Music

Pádhraic Ó Cuinneagáin

National Certificate in Applied Social Studies

Counselling

Ger Murphy
Mary Ryan

Social Care

Mary Doyle
Gay Graham
Perry Share
Angela Veale

National Diploma in Applied Social Studies

Social Care

Mary Doyle
Gay Graham
Perry Share
Angela Veale

National Diploma in Art

Brian Connolly
Philip Cottrell
Nigel Rolfe
Joe Wilson

National Diploma in Design

Ceramics

Christy Keeney

Design Communications

Brendon Deacy
Godfrey Lee

Product Design

Susan Rogers

NCEA Diploma for Art & Design Teachers

Keith Walker

One Year Certificate in Applied Social Studies

Counselling

Ger Murphy
Mary Ryan

National Certificate in Humanities in Community & Education

Joanna McMinn

National Diploma in Human Resources Management

John Kevin Barrett
Barry Hill
Michael McDonnell
Michael Morley
Joseph O'Mahony

SCIENCE & COMPUTING COURSES

Bachelor of Science

Advanced Manufacturing Technology

John E Hegarty
John Monaghan

Analytical Chemistry with Quality Assurance

Kevin O'Sullivan
Malachy Thompson

Applied Biosciences

Richard O'Kennedy

Applied Physics & Instrumentation

Brian McCraith
Norman McMillan

3.8 External Examiners

Computer Applications

Desmond Chambers
Patrick O'Connor
Ted Parslow

Computerised Instrument Systems

Eamonn Burke
Pat Moriarty

Electrical Power Systems

Kevin O'Connell

Electronics Manufacturing

Anthony Lucas-Smith
Seamus Sands

Process Plant Technology

John E Hegarty
John Monaghan

Software Development with a Language

Desmond Chambers
Patrick O'Connor
Ted Parslow

Software Development and Computer Networking

Desmond Chambers
Patrick O'Connor
Ted Parslow

Technology

William Gaughren

Master of Science

Computing in Education

Hugh Gibbons
Mona O'Moore

Software Development

Martin Collier
Anthony Moynihan
Michéal O hÉigearthaigh

National Certificate in Science

Agriculture

James O'Boyle
David J O'Connor

Applied Biology

Michael Hickey
Richard O'Kennedy

Applied Chemistry

Joseph Power
Malachy Thompson

Applied Physics & Instrumentation

Brian MacCraith
Norman McMillan

Computing

Desmond Chambers
Patrick O'Connor
Ted Parslow

Good Manufacturing, Practice and Technology

Anne Chandler
Noel Mulligan

Industrial Measurement & Control

Eamonn Burke
Pat Moriarty

Information Technology Support

Desmond Chambers
Patrick O'Connor
Ted Parslow

Certificate in Biomedical Science

Richard O'Kennedy
Noel Shanaghy
Jerry Clifford
Andrew Kenny
Jack Ryan
Aidan Kelleher
Seamus Fanning
Don O'Connor
Patrick Mulhare

Certificate in Medical Laboratory Science

Kevin Cooper

Graduate Diploma in Computing

Computing in Education

Hugh Gibbons
Mona O Moore

National Diploma in Science

Applied Physics & Instrumentation

Brian MacCraith
Norman McMillan

Cell & Molecular Biology

Michael Hickey
Richard O'Kennedy

Chemical Technology

Joseph Power
Malachy Thompson

3.8 External Examiners

Computing

Desmond Chambers
Kate O'Dubhchair
Patrick O'Connor
Ted Parslow

Food Science & Technology

Richard O'Kennedy
Michael Hickey

Computing (Information Technology Support)

Desmond Chambers
Patrick O'Connor
Kate O'Dubhchair
Ted Parslow

Nautical Science

Donal Linehan

ENGINEERING & TECHNOLOGY COURSES

Bachelor of Engineering

Chemical & Process Engineering

Seamus Kelly
Raffaella Ocone

Electronic Engineering

Cyril Burkley
John G Ryan

Manufacturing Engineering

Robert Geaney

Mechanical Engineering

Robert Geaney
John E Hegarty
John Monaghan

Structural Engineering

Tim Corcoran
David Orr

National Certificate in Engineering

Biomedical Engineering

Nicholas Dunne
David Tallon

Building Services

Mr Tony Dunne
Mr Neill J Hewitt

Civil Engineering

Anthony Moloney
John Murphy

Construction

Timothy Enright
Brian O'Driscoll

Construction (Interior Architectural Technology)

Kevin Savage
Caitriona Shaffrey

Electrical Engineering

Michael Ahern
Kevin O'Connell

Electronic Engineering

Jason Berry
Ronan O'Dubhghail

Maintenance Technology

Robert Geaney

Mechanical Engineering

Sean O'Sullivan
Robert Geaney

National Certificate in Technology

Automobile Technology

John Monaghan

Manufacturing Technology

Seamus Sands
Steve Stephenson

Maintenance Technology

Sean O'Sullivan

National Diploma in Construction Studies

Construction Economics

Timothy Enright
Brian O'Driscoll

Construction Management

Brendan Shelly

Architectural Technology

Caitriona Shaffrey

National Diploma in Engineering

Biomedical Engineering

Nicholas Dunne
David Tallon

Building Services

Tony Dunne
Neill J Hewitt

3.8 External Examiners

Civil Engineering

Anthony Moloney
John Murphy

Electronic Engineering

Jason Berry
Ronan O'Dubhghail

Electrical Engineering

Michael Ahern
Kevin O'Connell

Mechanical Engineering

Sean O'Sullivan

Manufacturing Engineering

Sean O'Sullivan

Marine Engineering

Neil Gillespie
Ian Wallace

National Diploma in Technology

Manufacturing Technology

Seamus Sands
Steve Stephenson

Transport Management & Technology

John Monaghan

BUSINESS STUDIES COURSES

Advanced Certificate in Accounting

Patrick McGarty
Peter Melinn
Fidelma White

Bachelor of Business Studies

Business Studies

Declan Fleming
Peter Melinn
Fidelma White

Information Systems

Declan Forde
Philip O'Regan

National Certificate in Business Studies

Business Studies

Declan Fleming
Peter Melinn

Hotel & Catering Supervision

John A Bonar
Majella O'Donoghue

Office Information Systems

Kay Fitzgerald
Declan Forde
Patrick McGarty
Philip O'Regan

Recreation & Leisure

Niall Moyna
Patrick F Stanton

Tourism

Dominic Dillane
Karen Gardiner

National Diploma in Business Studies

Business Studies

Declan Fleming

Accountancy

Patrick McGarty
Fidelma White
Peter Melinn

Hotel & Catering Management

Majella O'Donoghue
John A Bonar

Marketing

Damien Roche
Patrick McGarty

Management

Tadgh Barrett
Jim Walsh

Certificate in Personnel Practice

Cass Fitzpatrick
Don Hegarty

SUBJECT EXTERNAL EXAMINERS

Communications

Patrick McGarty

French

Grace Neville

German

Gert Hoffmann

Information Technology

Desmond Chambers

Italian

Silvia Ross

Mathematics

John Cosgrave

3.9 Student Statistics

Enrolments by Gender & Attendance Mode

	Male	Female	Total
FULL TIME			
Non-Mature	3,449	2,208	5,657
Mature	289	214	503
TOTAL	3,738	2,422	6,160
Disability*			

PART TIME			
CERT	181	228	409
Apprentice	2,333	9	2,342
Part-time	3,564	4,716	8,280
TOTAL	6,078	4,953	11,031

OVERALL TOTAL **9,816** **7,375** **17,191**

*Disability Numbers included in Full-Time Totals

Student Numbers – Cork Institute of Technology

	Actual	WTE*
WT Cert, Diploma & Degree	6,160	6,160
Cert/Catering Apprentice	409	235
Other Apprentice	2,342	770
Part-Time & Evening	8,280	1,269
	17,191	8,434

Student Numbers – Bishopstown Campus

	Actual	WTE*
WT Cert, Diploma & Degree	5,784	5,784
Cert/Catering Apprentice	409	235
Other Apprentice	2,342	770
Part-Time & Evening	4,319	1,038
	12,854	7,826

Student Numbers – Crawford College of Art & Design

	Actual	WTE*
WT Cert, Diploma & Degree	271	271
Part-Time & Evening	330	43
	601	314

Student Numbers – Cork School of Music

	Actual	WTE*
WT Cert, Diploma & Degree	105	105
Part-Time & Evening	3,631	188
	3,736	293

Student Numbers – Proposed West Cork Campus

	Actual	WTE*
WT Cert, Diploma & Degree	0	0
Part-Time & Evening	0	0
	0	0

Analysis of Whole-Time Cert, Diploma, Degree & Post-Graduate by Discipline

	Cert Diploma Degree Post Totals				Grad
	Cert	Diploma	Degree	Post	
Science	493	252	535	48	1,328
Engineering	1,064	583	585	42	2,274
Bus./Humanities	1,140	407	412	7	1,966
Art & Design	0	304	61	34	399
Music	14	0	153	26	193
Total	2,711	1,546	1,746	157	6,160

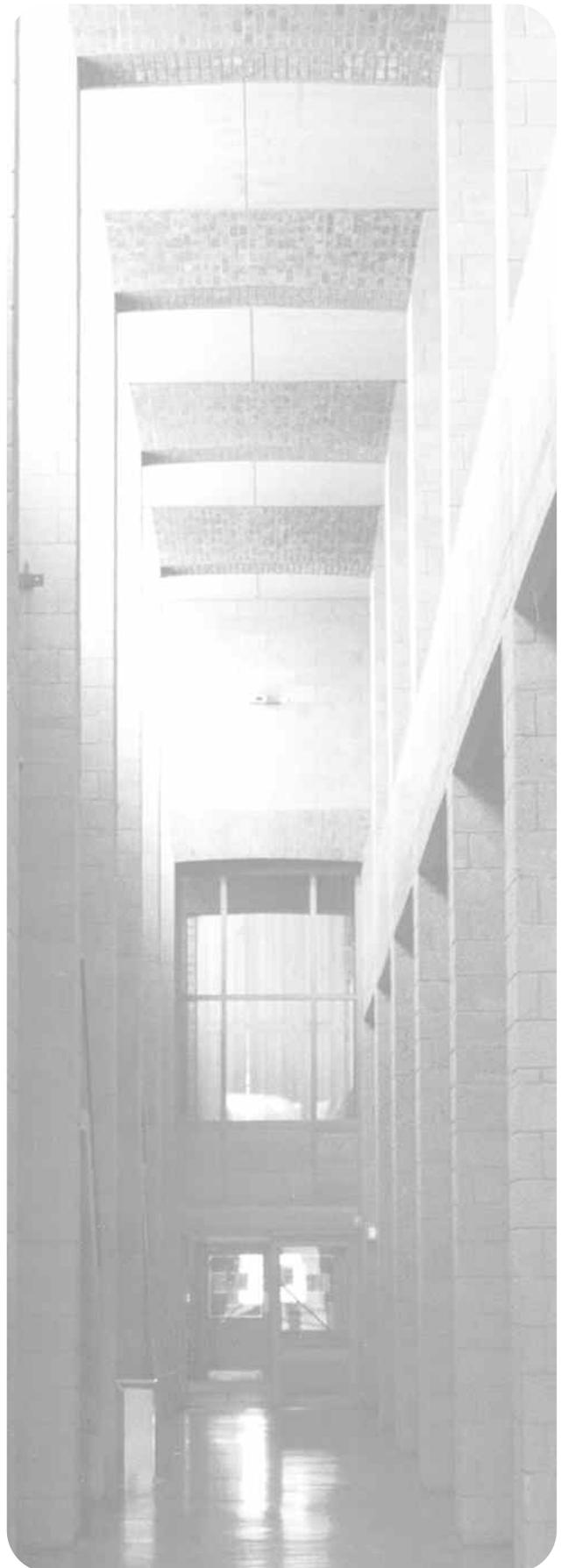
3.10 Student Prizes

Charles Daly was awarded the Society of Manufacturing Engineers Prize in September 2003 for the best published and presented paper at the 20th International Manufacturing Conference held in CIT.

The Queens Silver Jubilee Competition to determine best Engineering Degree Project in Ireland & Britain 2003/04 took place on Thursday 4 March 2004 at Birdcage Walk, London. The Queens Prize and First place was awarded to **Niamh Thompson** for her final year project on the 'Influence of Surgical Solutions on the Fatigue purposes of Total Hip Replacement Bone Cement', Niamh was also named Siemens IEI young Engineer of the Year 2004 at the Award Competition which took place on 16 June 2004.

The following CIT students won the top two prizes at the Enterprise Ireland Students Awards held in Carlow IT on Wednesday 21 April 2004, **Cathal Kenneally** and **Anna Forde**, both Business Studies students won the first prize with their company Guardian Employee Assurance Services.

Biomedical Engineering students, **Suzanne Malone**, **Ruth Kelly Walker** and **Tracey Cotter** of Zuttra were awarded second prize for their idea, both teams were recent prize winners in CIT's Prize for Innovation Competition.



Research & Development

4

- 4.1 Development Activities
- 4.2 External Development Links
- 4.3 Campus Development
- 4.4 Safety & Facilities Management

4.1 Development Activities

Research & Development Activity

The 3rd Postgraduate Forum was held in May. Over 40 post graduate students presented at the forum. The guest speaker was Dr Richard O'Kennedy of DCU.

A Research Forum for staff was held in May, which highlighted the variety of research ongoing across the Institute.

Technology Sector Research Grants

Nine CIT researchers were awarded Strand 1 funding under the Technological Sector Research Programme. The total amount approved was €294,000.

A chemistry based research project was awarded €300,000 for the "Proteomic Impacts of Natural Toxins" Strand 3 project. Three other Strand 3 projects were ongoing in the Institute

- Instrumentation for Nanotechnology Applications
- Adaptive wireless Systems
- Molecular characterisation of Microbial resistance in Pathogens of Animal Origin

Technology Centres

- **Clean Technology Centre (CTC)**
 - CTC had a major input into the Environmental Protection Agency's (EPA) International Conference titled "Pathways to a Sustainable Future", presenting papers, making presentations and promoting the "Cleaner Greener Production Programme" which is managed by the Clean Technology Centre on behalf of the EPA
 - EPA published two reports on Climate Change and Environmental Benchmarking, both of which were prepared by CTC
 - CTC produced 10 Recycling fact-sheets on behalf of the EPA
- **Biological and Environmental Services Unit (BESU)**
 - BESU was spun out in 2003 and CIT maintained a 15% share in the new commercial entity, En-Force Laboratories, Ltd.

Enterprise Ireland

CIT was awarded funding under 2 separate Enterprise Ireland programmes: Innovation Partnership funding for R&D Collaboration with industry, and Proof of Concept funding to investigate the commercial potential of a research project.

Embark

CIT received funding under the Embark Postdoctoral fellowship scheme to the value of €76,000.

SFI

An SFI Investigator Grant was given to a CIT physics researcher to the value of €711,000.

EU Funded Projects

Two CIT projects were funded under the EU's Socrates-Minerva Programme, which supports Open and Distance Learning. These projects were "CoCap" Co-ordinating classroom and practical training programmes through ICT and "EPI", Educational Partnerships through ICT.

CIT was successful in an application under the EU-Canada Cooperation programme. The CIMET (Centre for International Maritime Education and Training) project provided funding for staff and students to travel to partner colleges in Canada.

Commercial Activity

CIT was awarded money from Enterprise Ireland to construct an Innovation Centre on campus. This centre will be one of the first of its kind in the Cork area and will include both incubation space and facilities for applied/ industrial research and development.

The Genesis Enterprise Programme facilitated 17 entrepreneurs on the 2003-2004 Programme. The end of year awards evening was held in Cork City Hall, officiated by Mr Michael Ahern, T.D. Minister of State for Trade and Commerce and was well attended by the regions business community.

Student Innovation Activity

- The CIT Prize for Creativity was held in May. Applications for the competition came from all disciplines across the institute and €6,000 was awarded to the winning projects. Funding for this programme was secured from the South Cork Enterprise Board
- The successful projects from CIT's Prize for Creativity were entered into the National student competition. CIT projects were awarded first and second prizes in the national Enterprise Ireland Student Award Competition, where the overall prize money was €40,000

4.2 External Development Links

Socrates/Erasmus Exchange Programme

During 2003-2004 the activities under the Socrates/Erasmus programme continued to develop. Cork Institute of Technology received funding directly from the Socrates & Youth Office in Brussels, to assist with the administration of the Socrates/Erasmus programme, and from the Socrates National Agency to fund outgoing mobility.

In addition, a grant was received from the HEA to fund student mobility. During 2003-2004 a total of 23 outgoing and 110 incoming students participated in the programme. Nine staff teaching visits were also funded under the programme.

The following departments were involved in the exchange programme during this academic year:

- Applied Physics and Instrumentation
- Biological Sciences
- Building and Civil Engineering
- Business Studies
- Chemical & Process Engineering
- Chemistry
- Electronic Engineering
- Computing
- Mechanical Engineering
- Social Studies
- Art & Design
- Nautical Studies
- Music

Exchanges took place with partner institutions in the following countries: France, Finland, Germany, Sweden, Denmark, Netherlands, Spain, Belgium, Romania, Poland, UK.

It is anticipated that these partnerships will continue to grow and develop into the future.

Leonardo da Vinci Programme

Cork Institute of Technology is a partner in the Student Placement Pool application under the Leonardo da Vinci student training placement programme. This project, which is coordinated by Hibernia Learning Partnership on behalf of Irish Institutes of Technology and Universities, provides grants for student placements of between 3 and 12 months' duration. During 2003-2004, 11 students from a wide range of disciplines, availed of this opportunity travelling to Finland, Italy, France, Spain and Germany.

George J Mitchell Peace Scholarship

CIT continued its participation in this scholarship exchange programme, which was established to commemorate the signing of the Good Friday Agreement. Two students came from Maine for one semester each and one CIT student went to study at Southern Maine Technical College.

Training Programmes

CIT developed and ran a number of workplace training programmes. These were delivered both in CIT and on-site in companies. Many of these courses were customised to suit specific requirements of the company.

4.3 Campus Development

Temporary Car Park

A temporary hardstand car park, of some four acres, was developed on the lands purchased from IDA Ireland to allow for the replacement of temporary parking lost by vacation of the Tourism & Catering building site, and meet the parking needs of the contractor (as specified in contract documents). The development was undertaken without cost to the Institute, save for the insertion of fencing, as a quid pro quo by the importer of fill onto the lands west of the Curraheen River.

Pitch Development

The importation of large quantities of fill into lands west of the Curraheen River continued in accordance with licence conditions to raise the level approximately one metre in height. This fill material was supplied free following negotiations with a number of major civil engineering contractors. More than 100,000 m² (approx.) of high quality fill was required for this development. General development of the site continued with the sand carpet playing surface of one pitch being fully completed. Silver birch and ash trees were planted on the approach road to the Curraheen river bridge.

Pathway to Parchment Square

Following a request from the developer of the student accommodation complex known as Parchment Square (bounding the northern edge of the Bishopstown Campus), the Institute, following Governing Body approval, agreed to facilitate access from this development to the campus by way of a pathway, the cost of which was borne by the developer, on the basis of it serving all CIT staff and students wishing to access the Bishopstown Campus via this pathway from any location on the Model Farm Road. A fibre optic cable was laid to facilitate connection of those Parchment Square apartments occupied by CIT students into the CIT network.

Third-Level Capital Works Prioritisation Working Group

Following the establishment of the Higher Education Authority Working Group to undertake a review of all capital projects in the third-level sector, and the Institute's submission of its comprehensive submission, the Director, Secretary/Financial Controller, Registrar, Head of Development and Assistant Principal made an oral

presentation in support of the Institute's submission in Limerick on 7 October 2003.

Tourism & Catering Building

Following submission of the final tender report by the Design Team to the Third-Level Building Unit of the Department of Education and Science, and the Department's formal approval, a contract was signed with contractor, P J Hegarty & Sons Ltd, in the Tourism & Catering Studies Department on Wednesday, 29 October 2003, for the construction of this building. The Chairman of Governing Body, Cllr Donal O'Rourke formally turned the first sod on the site of this building on the same day. The contract documents provided for a 22-month construction period.

Car Park

The Minister for Education & Science, Mr Noel Dempsey, TD, announced approval to proceed with the final construction stage of the terraced car park west of the all-weather track. The car park provided some 580 parking spaces and eliminated the Institute's dependence on the temporary car park at the northern end of the campus.

Student Centre and Administration Centre

Work continued on the development with the contractor indicating target completion dates of August 2004 for the Administration Centre and September 2004 for the Student Centre. The Director established a special group, with specialist advice, to oversee the Institute's management of the financial aspects arising from the building contract. Officials from the Department's Third-Level Building Unit visited the Institute on 24 November 2003 to review progress and were given a conducted tour of the building site by the Architects. Concern grew in the pre-Easter period in regard to the progression of the two buildings and following a meeting with the Contractor and the Architect, a series of decisions with a view to assisting all concerned in the achievement of the new building completion programmes were agreed with a view to improving information flow and the better monitoring of progress.

Officials from the Third-Level Building Unit also visited the Institute in June, to discuss technical and funding aspects of the Administration Centre and the Student Centre. They also visited the

4.3 Campus Development

construction site and reviewed building progress. They were briefed by the Director, others on all aspects of the development.

Tourism & Catering Building

The Minister for Education and Science, Mr Noel Dempsey TD, laid the foundation stone on Friday 7 May 2004.

Incubation Centre

The design team finalised the preliminary design, based on a schedule developed by the Institute, and then proceeded with the detailed design of the building to accommodate some fifteen small units, nine medium units and three large units, plus ancillary administration and communal areas, and with a floor area of about 1,550 m².

Crèche

Architects and other design team members were appointed to undertake the design of a crèche to be located on the Bishopstown campus.

Sale of Land West of the Curraheen River to ESB for Sub-Station

Governing Body agreed the sale of 1.56 acres of land to the ESB, with the ESB agreeing to place seven 10 kV and two 38 kV overhead lines in underground ducts to be provided by the Institute. The underground placement of the overhead power lines was a strategic objective to enable construction of six playing pitches. The Institute was required to provide a wayleave to the ESB for the underground cables.

4.4 Safety & Facilities Management

Health & Safety Statement

A Health & Safety Consultant was employed to assist in the developing of a new Safety Statement and completed sections were made available on the Institute's intranet site.

East Atrium

The East Atrium was upgraded by applying a coloured render to the existing precast concrete wall panels, painting of columns, and the construction of a glazed screen at its eastern end (to create an entrance hallway).

Personnel

5

- 5.1 Personnel Report
- 5.2 Staff Numbers
- 5.3 Staff Achievements

5.1 Personnel Report

Staff Numbers

During 2003/04 the Institutes Headcount was 1446 staff which equates to 936.36 Wholetime Equivalents. The largest category of staff were Academic Staff which account for 76% of the headcount (68% of WTE).

Further details of Staff numbers are available in the next section of the report.

Retirements

The following staff retired from service during the year:

Jeremiah Curran, Attendant, Building & Civil Engineering
Frank O'Mahony, Technician, Mechanical & Process Engineering
Patrick Fleming, Clerical Officer, Cork School of Music
Michael Greene, Higher Order Attendant, Chemistry
Eugene Hanley, Lecturer, Electronic Engineering
Joseph McCarthy, Lecturer, Building & Civil Engineering
William Nolan, Senior Lecturer, Business Studies
Fachtna O'Reilly, Lecturer, Electrical Engineering

Dr Patrick Kelleher, Director of Cork Institute of Technology also retired. His retirement was acknowledged and honoured by a large gathering of staff and friends at the Rochestown Park Hotel on 2 June 2004. Tributes were paid to Dr Kelleher for his unselfish dedication and loyalty to Cork Institute of Technology. The function was a celebration of Dr Kelleher's 41 years of service not just to CIT but also to the Cork Region. It was attended by senior representatives from TUI, Impact, HETAC, Enterprise Ireland, IDA, UCC, the Department of Education and Science and various people from industry.



Dr Patrick Kelleher being presented with a piece of Cork Silver on behalf of the staff of CIT on the occasion of his retirement by Brendan Goggin, Registrar.



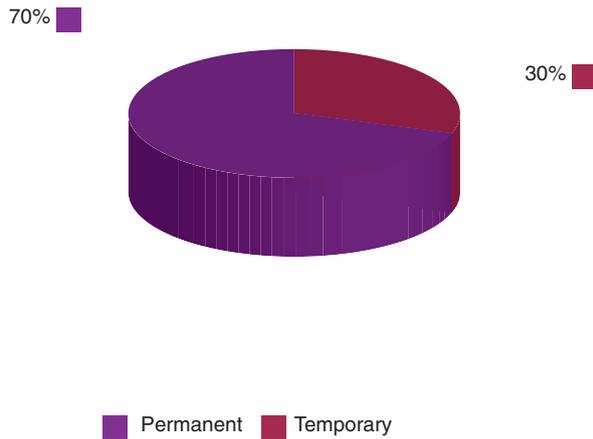
Dr Patrick Kelleher speaking at his retirement function.

5.2 Staff Numbers

Total Staff Numbers *

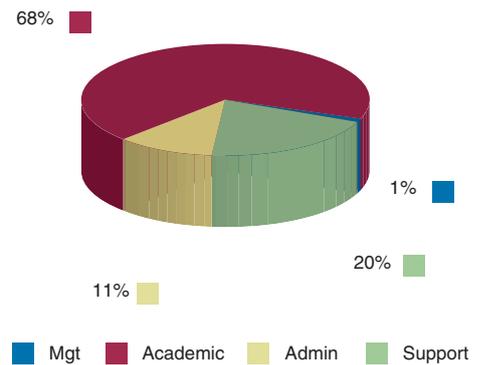
	Male	Female	Total
Permanent	448.00	205.50	653.50
Temporary WTE	130.83	152.03	282.86
	578.83	357.53	936.36

* A Further Breakdown is given below



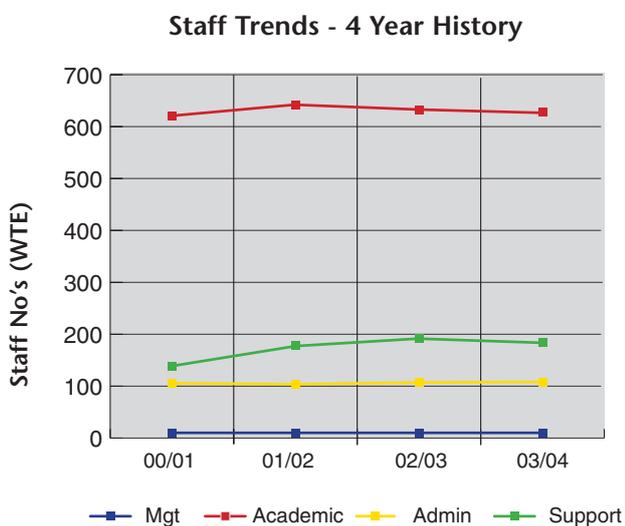
Staff by Category

	Male	Female	Total
Management	8.00	2.00	10.00
Academic	441.82	195.75	637.57
Administration	13.20	92.82	106.02
Support	115.81	66.96	182.77
	578.83	357.53	936.36



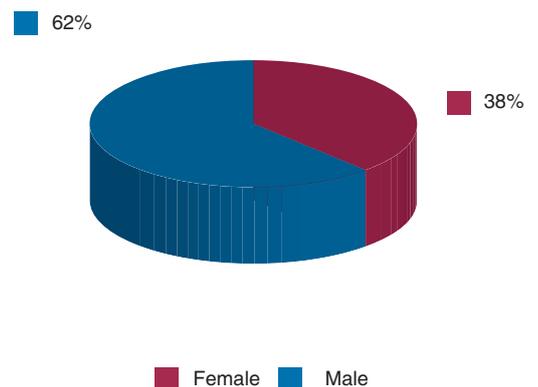
Staff Trends – 4 Year History

	00/01	01/02	02/03	03/04
Management	10.00	10.00	10.00	10.00
Academic	632.76	655.60	637.28	637.57
Administration	106.9	108.12	104.30	106.02
Support	155.84	183.39	192.06	182.77
	905.50	957.11	943.64	936.36



Staff by Gender

	PWT	Temp	Total
Male	448.00	130.83	578.83
Female	205.50	152.03	357.53
	653.50	282.86	936.36



5.3 Staff Achievements

Mr John O'Shea, Head of Department of Chemical and Process Engineering was awarded the Arnold Green Medal by the Institution of Chemical Engineers in recognition of his work with the chemical engineering profession.

Dr Patrick Kelleher, Director was honoured by the Lord Mayor of Cork, Cllr Colm Burke and Cork City Council with the award of a Gold Medal for his contribution to the development of Third-Level Education in Cork.

Over 370 primary school children from Cork City received their first certificate from CIT in May through their involvement in the innovative programme called "Exploring Education through Art and Music". The programme was co-ordinated by the Educational Opportunities Department in conjunction with Ms Louise Foot, Crawford College of Art & Design and Ms Evelyn Grant, Cork School of Music.

Congratulations were extended to the following:

- Ms Berna Galvin, HR Office who was awarded Membership of the Chartered Institute of Personnel and Development at a recent awards ceremony. Membership (MCIPD) signifies that the person is a qualified Personnel & Development Professional, who is actively committed to Continuing Professional Development.
- Mr Hugh Lorgian, Pro-Rata Part-Time Assistant Lecturer, Crawford College of Art & Design who recently completed a commission for Cork County Council at the Youghal By-Pass. The 8x4 meter high commission is a poly chrome ceramic and the largest public Art commission awarded by Cork County Council this year.
- Ms Vera Ryan, Lecturer, Crawford College of Art & Design on her recent publication of "Movers and Shapers – Irish Art since 1960". The book is a series of 12 interviews with people who were prominent in the Irish Art world since 1960 and is a valuable construction of a record, based on models of oral history.
- Mr Padraig Trehy, Pro-Rata Part-Time Assistant Lecturer, Crawford College of Art & Design who was the winner of the Made in Cork Award at the 49th Cork International Festival for his film "My First Motion Picture". The film was subsequently screened on RTE. Mr Trehy's "Trying to sell your Soul" and "Stranger than Fiction" were screened at the Galway Film Fleadh and the Irish Film Institute respectively.
- Staff members who were recently conferred:
 - o Kevin Gill, MA in Interactive Multimedia
 - o Mervyn O'Mahony, National Diploma in Business Studies
 - o Julie O'Shea, National Certificate in Business Studies
 - o Stephen Carroll, National Diploma in Business Studies (Management)
 - o Paul Green, MA in Arts

New Appointments

The following staff were confirmed for appointment during the academic year 2003/2004:

- James Calvey, *Assistant Lecturer, Department of Mechanical Engineering*
- Matt Cotterell, *Head of Department of Mechanical Engineering*
- Niall Cremin, *Administrative Officer, Finance Office*
- Patrick Crowley, *Technician, Department of Construction & Architecture*
- Daithi Fallon, *Head of Department of Manufacturing Biomedical & Facilities Eng*
- Gerard Geaney, *Assistant Lecturer, Department of Electrical Engineering*
- Jean Gleeson, *Administrative Officer, Registrar's Office*
- Paul Green, *Senior Lecturer 1 (Teaching), Department of Media Communications*
- Joe Harrington, *Head of School of Building & Civil Engineering*
- Carmel Hayes, *Freedom of Information Officer*
- Gerard Horan, *Lecturer, Department of Nautical Studies*
- Antoinette Hourican, *Assistant Lecturer, Business Studies*
- Kevin Kelly, *Head of Department of Mathematics*
- James Kilduff, *Head of Department of Construction and Architecture*
- Ray Looney, *Lecturer Structured, Electrical Engineering*
- Martin Mannion, *Head of Department of Civil, Structural & Environmental Eng*
- Andrea McCarthy, *Careers Officer, Careers and Counselling Service*
- Liam McDonnell, *Head of Department of Applied Physics & Instrumentation*
- Rose McGrath, *Assistant Lecturer, Department of Media Communications*
- Cathal Minihane, *Assistant Lecturer, Department of Building & Civil Eng*
- Noel Mulcahy, *Assistant Lecturer, Department of Electrical Engineering*
- Michael Murphy, *Head of Department of Media Communications*
- Eva Norris, *Pro Rata Part-Time Assistant Lecturer, Applied Physics & Instrumentation*
- Thomas O'Connor, *Assistant Lecturer, Social & General Studies*
- Jim O'Dwyer, *Head of Department of Computing*
- Ann O'Halloran, *Administrative Officer, Finance Office*
- Brian O'Neill, *Technician, Buildings & Estates*
- Nollaig O'Sullivan, *Assistant Lecturer, Department of Business Studies*
- Irene Sheridan, *Head of Department of Electronic Engineering*
- Jim Walsh, *Head of Department of Social & General Studies*

Finance Report

6

- 6.1 Financial Report
- 6.2 Audited Accounts 2003/2004

6.1 Financial Report

The Institute is governed by the Regional Technical Colleges Act, 1992 which provided for the transfer from the VEC to the college of all the assets and liabilities associated with the college. The Institute became a Statutory Body with effect from 1 January, 1993.

Results

The result for the year ended 31 August 2004 was a surplus of €633,000, however transfers to the Restricted Reserve and the Sporting Facilities Trust resulted in an accumulated deficit of €75,000.

The Financial Statements for the year ended 31 August, 2004 have been audited by the Comptroller and Auditor General and approved by him without qualification on 7 April 2005. His report is included in section 6.2.3.

Income

The Tuition Fees amounted to €9.6 Million of which the Department paid €6.9 Million (72%) as part of the Free Fee Scheme. The Student Registration charge contributed further income of €3.6 Million.

Capital Expenditure

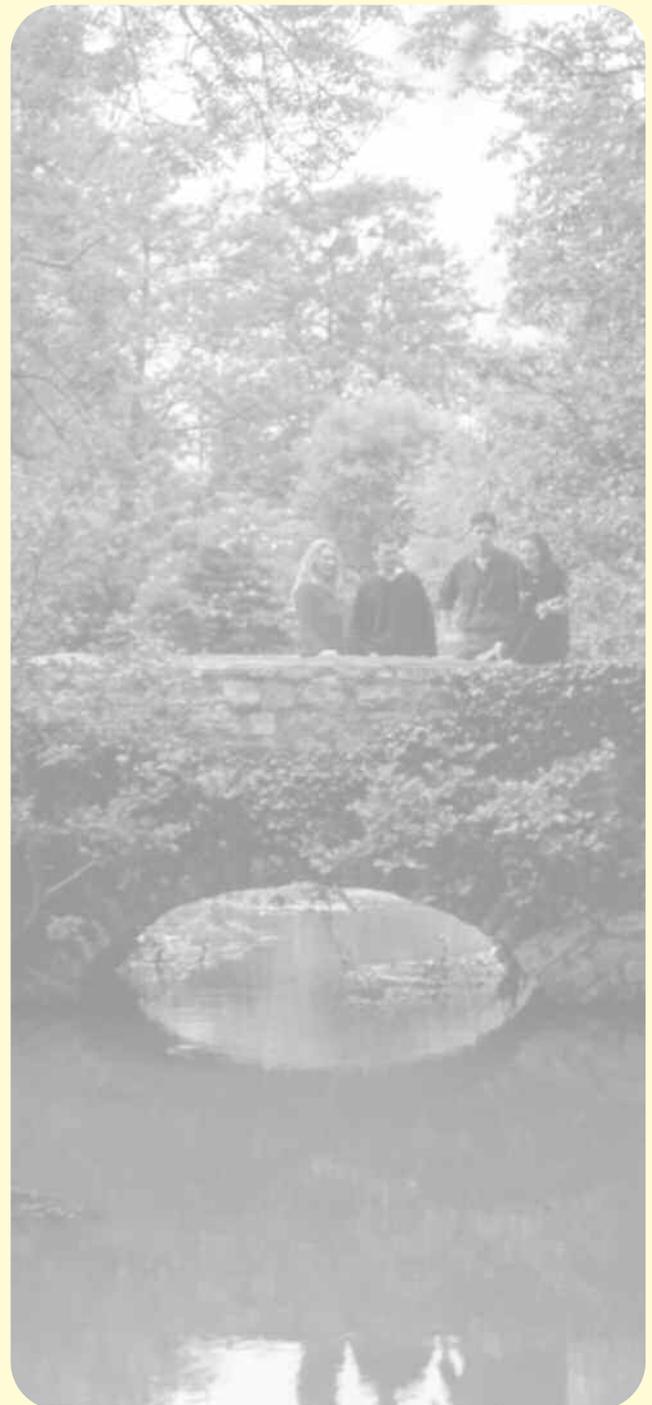
Capital Expenditure for the year was €15.5 Million, the majority of which was accounted for by Land & Buildings (€5.6 Million) and Assets in Course of Construction (€7.9 Million).

Current Expenditure

The Institutes total current expenditure for the 2003/04 increased marginally by 3.4% over the previous year at €69.7 Million. The largest element of this was the pay bill which amounted to €48.6 Million for the year.

Research & Development

Expenditure on R&D activities is dependant on gaining funding from external agencies through competitive funding rounds. Both income and expenditure in this area continue to remain strong at €4 Million.



6.2 Audited Accounts

Statement of Internal Financial Control

Statement of Institute Responsibilities

Auditors Report

Statement of Accounting Policies

Income & Expenditure Account

Balance Sheet

Cash Flow Statement

Notes to the Financial Statements

6.2.1 Statement of System of Internal Financial Control

Responsibility for System of Internal Financial Control

The Governing Body acknowledges its responsibility for ensuring that an effective system of internal financial control is maintained and operated. The system of internal control consists of those processes used to identify, evaluate and manage the significant risks faced by Cork Institute of Technology in the management of its affairs. The system is designed to manage rather than eliminate risk, recognising that only reasonable and not absolute assurance can be provided that assets are safeguarded, transactions authorised and properly recorded, and that material errors or irregularities are either prevented or would be detected on a timely basis.

Key Control Procedures

- Financial procedures and regulations are currently documented, implemented and up to date.
- Regular reviews by the Governing Body of periodic and annual financial reports, which include financial performance against forecasts.
- Clearly defining capital investment control guidelines.
- An audit committee, with a defined audit charter is in place, with clear terms of reference which deals with significant control issues and receives the reports of the internal and external auditors.
- The Governing Body is in the process of identifying and evaluating business risks.

Cork Institute of Technology has an internal outsourced audit function, which operates in accordance with the Framework Code of Best Practice set out in the code of Practice for the Governance of State Bodies. An internal audit strategy for 2003-2005 has been developed based on risk assessment. This audit strategy has been approved by the Internal Audit Committee and the Governing Body.

The Audit Committee meets the Internal Auditors on a regular basis to review the work in Internal Audit, which includes a report of internal audit activity. The framework consists of 13 key financial activities and identifies checks that should be performed regularly to evaluate the effectiveness of the internal financial control environment.

The Governing Body monitoring and review of the effectiveness of the system of internal financial control is informed by the work of the Head of Internal Audit, the Audit Committee which oversees the work of Internal Audit, the Director, Institute Executive and Managers within Cork Institute of Technology who have responsibility for the development and maintenance of the financial control framework, and the comments made by the Comptroller and Auditor General in his management letter or other reports.

We confirm that the Governing Body conducted a review of the effectiveness of the system of internal financial controls.

Signed on behalf of the Governing Body



Donal O'Rourke
Chairman



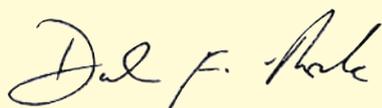
Patrick Kelleher
Director

6.2.2 Statement of Institute Responsibilities

Section 16 of the Regional Technical Colleges Act, 1992 requires the Institute to prepare financial statements in such form as may be approved by the Minister for Education and Science with the concurrence of the Minister for Finance 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 proper books of account 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 Section 16 of the Act. The Institute is also responsible for safeguarding its assets and for taking reasonable steps for the prevention and detection of fraud and other irregularities.



Donal O'Rourke
Chairman



Patrick Kelleher
Director

6.2.3 Report of the Comptroller and Auditor General

I have audited the financial statements on pages 4 to 19 under Section 16 of the Regional Technical Colleges Act 1992.

Respective Responsibilities of the Members of the Governing Body and the Comptroller and Auditor General

The accounting responsibilities of the Members of the Governing Body are set out on page 56. It is my responsibility, based on my audit, to form an independent opinion of the financial statements presented to me and to report on them.

I review whether the statement on page 57 reflects the Institute's compliance with draft guidance on corporate governance issued by the Department of Education and Science and report any material instance where it does not do so, or if the statement is misleading or inconsistent with other information of which I am aware from my audit of the financial statements.

Basis of Audit Opinion

In the exercise of my function as Comptroller and Auditor General, I conducted my audit of the financial statements in accordance with auditing standards issued by the Auditing Practices Board and by reference to the special considerations in relation to management and operations which attach to bodies in receipt of substantial funding from the State.

An audit includes examination, on a test basis, of evidence relevant to the amounts and disclosures in the financial statements. It also includes an assessment of the significant estimates and judgements made in the preparation of the financial statements, and of whether the accounting policies are appropriate to the Institute's circumstances, consistently applied and adequately disclosed.

I planned and performed my audit so as to obtain all the information and explanations that I considered necessary to provide me with sufficient evidence to give reasonable assurance that the financial statements are free from material misstatement whether caused by fraud or other irregularity or error. In forming my opinion I also evaluated the overall adequacy of the presentation of information in the financial statements.

Opinion

In my opinion, proper books of account have been kept by the Institute and the financial statements, which are in agreement with them, give a true and fair view of the state of affairs of the Institute at 31 August 2004 and of its income and expenditure and cash flow for the year then ended.

John Purcell
Comptroller and Auditor General

7 April 2005

6.2.4 Statement of Accounting Policies

Introductory Note

Cork Institute of Technology was established in 1974 and until 31 December 1992 operated under the control of the City of Cork Vocational Education Committee (VEC) in accordance with the provisions of the Vocational Education Acts. Following the enactment of the Regional Technical Colleges Act, 1992, the Institute was made a statutory body with effect from 1 January 1993. The Act provided for the transfer from the VEC to the Institute of all the assets and liabilities associated with the Institute. The name Regional Technical College Cork was changed to Cork Institute of Technology by order of the Minister for Education and Science on 18 December 1997.

1. Basis of Accounting

These Financial Statements cover the year 1 September 2003 to 31 August 2004. The unit of currency in which they are denominated is the Euro.

2. Basis of Preparation

The financial statements are prepared in accordance with generally accepted accounting principles under the historical cost convention (except for certain properties which are included at valuation) and with the requirements of the Minister for Education and Science.

3. State Grants

State grants for recurrent expenditure are allocated by the Department of Education and Science on a calendar year basis. The grant reported in the Income and Expenditure account is the amount determined by the Department to be appropriate to the relevant academic year, as at the date of the approval of the financial statements.

State grants for capital expenditure (including grants for recurrent purposes utilised for the purchase of equipment and minor works) are capitalised and credited to income over the estimated useful lives of the related assets.

4. Research Grants and Contracts

Research grant and contract funds are included in the income of the year in which the related expenditure is incurred. Full provision is made for foreseeable losses.

Research grant and contract funds utilised to purchase tangible fixed assets are capitalised and credited to income over the estimated useful lives of the related assets.

5. Stocks

Expenditure on books and consumable stocks is charged to the Income and Expenditure account as incurred.

6. Tangible Fixed Assets and Depreciation

Tangible fixed assets with the exception of land are stated at historical cost or valuation less accumulated depreciation. Land is stated as historical cost or valuation.

(a) Cost or Valuation

Tangible fixed assets in existence on 1 January 1993 (date of commencement order) are stated at valuation. The basis of valuation is set out at Note 15. Subsequent additions are stated at cost.

(b) Depreciation

Depreciation is provided on tangible fixed assets (excluding land) on a straight line basis so as to write off their historical costs or valuations over their estimated useful lives.

The estimated useful lives assigned to tangible fixed assets are as follows:

6.2.4 Statement of Accounting Policies

	Years
Buildings	30 – 50
Prefabricated buildings, fixtures, plant and machinery	10
Mainframe Computers	7
Other computer equipment	4
Educational and administrative equipment	5
Furniture	5
Motor Vehicles	5
Equipment unique to research projects	Project Life

7. Leased Assets

By direction of the Department of Education and Science the capital cost of assets acquired under finance leases is reflected in the Income and Expenditure Account in the period in which the lease was entered into. The capital cost is also included in fixed assets.

8. Foreign Currencies

Transactions denominated in foreign currencies are translated into Euro and recorded at the rates of exchange ruling at the dates of the transactions. Monetary assets and liabilities denominated in foreign currencies are translated into Euro at the rates of exchange ruling at the Balance Sheet date or at forward contract rates where such contracts exist.

9. Pensions

All pension entitlements of staff are conferred under a defined benefits scheme established under the Local Government (Superannuation) Act, 1980 and pension obligations are met by the Exchequer as they arise.

Superannuation deductions from employees are retained by the Institute.

The Institute does not make contributions towards the scheme and has no obligation in respect of entitlements.

10. Capital Account

The Capital Account represents the unamortised value of income allocated for capital funding.

11. Restricted Reserve

This Reserve represents amounts set aside from Registration Fees paid by students and funds from third parties, together with bank interest earned on these monies, towards the provision of Student facilities and the long term development of the Institute.

12. Sporting Facilities Trust

In 2002 the Institute established a Sporting Facilities Trust. This Reserve represents amounts set aside from Registration fees paid by students and funds from other sources together with bank interest earned on these monies towards the provision of sporting facilities of the Institute.

13. Student Registration Charges

Charges are used to fund student Facilities and Amenities and with effect from September 2002, by direction of the Department of Education and Science, a portion of the fee per student (€250) is used to fund general recurrent expenditure of the Institute. Any residual balances are transferred to the Restricted Reserve.

6.2.5 Income and Expenditure Account

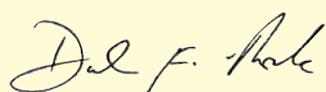
for year ended 31 August 2004

	NOTE	2004	2003
		€000	€000
INCOME			
State Grant Recurrent	1	44,388	42,926
Release from Capital Account		5,222	6,292
Tuition Fees	2	9,589	8,906
Research, Development and Self-Funding	3	4,034	4,020
Interest Income	4	188	222
Student Registration Charges	5	3,624	3,495
Other Income	6	3,304	4,155
		<u>70,349</u>	<u>70,016</u>
 EXPENDITURE			
Academic Departments	7	43,297	41,261
Academic Support Services	8	693	1,052
Premises	9	4,664	5,117
Central Administration	10	10,226	8,023
General Educational Expenses	11	477	362
Student Facilities and Amenities	12	1,098	1,279
Research, Development and Self-Funding	3	4,039	4,018
Depreciation	15	5,222	6,292
	13	<u>69,716</u>	<u>67,404</u>
Operating Surplus		633	2,612
Transfer to Restricted Reserve		(360)	(1,304)
Transfer to Sporting Facilities Trust		(935)	(750)
Accumulated Surplus at start of year		<u>587</u>	<u>29</u>
Accumulated (Deficit)/Surplus at end of year		<u><u>(75)</u></u>	<u><u>587</u></u>

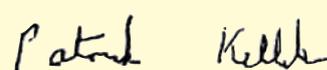
There are no recognised gains or losses other than those dealt with in the Income and Expenditure account.

The Statement of Accounting policies and Notes 1-29 form part of the financial statements.

Signed on behalf of the Governing Body



Donal O'Rourke
Chairman



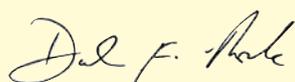
Patrick Kelleher
Director

6.2.6 Balance Sheet as at 31 August 2004

	NOTE	2004	2003
		€000	€000
FIXED ASSETS			
Tangible Assets	15	78,667	68,411
		<u>78,667</u>	<u>68,411</u>
CURRENT ASSETS			
Debtors	16	6,097	5,243
Cash at bank and in hand		9,416	9,983
		<u>15,513</u>	<u>15,226</u>
CREDITORS			
Amounts falling due within one year	17	10,578	7,936
NET CURRENT ASSETS		<u>4,935</u>	<u>7,290</u>
TOTAL ASSETS LESS CURRENT LIABILITIES		83,602	75,701
Amounts falling due after more than one year		-	-
NET ASSETS		<u>83,602</u>	<u>75,701</u>
Represented by			
RESERVES			
Capital Account	18	78,667	68,411
Income and Expenditure Account		(75)	587
		78,592	68,998
Restricted Reserve	19	3,897	5,744
Sporting Facilities Trust	20	1,113	959
		<u>83,602</u>	<u>75,701</u>

The Statement of Accounting policies and Notes 1-29 form part of the financial statements.

Signed on behalf of the Governing Body



Donal O'Rourke
Chairman



Patrick Kelleher
Director

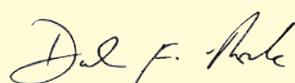
6.2.7 Cashflow Statement

for year ended 31 August 2004

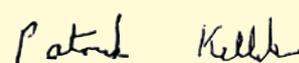
	NOTE	2004	2003
OPERATIONS		€000	€000
Cash received from:			
State grants for recurrent expenditure		44,899	44,595
Superannuation		2,595	2,269
Tuition fees		9,477	9,035
Research grants and contracts		3,203	4,657
Interest Income		79	67
Other Income		3,478	3,513
		<u>63,731</u>	<u>64,136</u>
Cash payments to and on behalf of employees		(48,061)	(45,566)
Cash payments to suppliers		(9,092)	(10,119)
Other Cash payments		(6,661)	(5,933)
NET CASH INFLOW FROM OPERATIONS		<u>(83)</u>	<u>2,518</u>
CAPITAL EXPENDITURE			
Grants received - State grants for capital expenditure		8,279	8,449
- Allocation from State grant for Recurrent expenditure		1,531	999
- Other		2,257	1,464
Payments to acquire tangible fixed assets		(12,921)	(10,381)
NET CASH (OUTFLOW)/INFLOW FROM CAPITAL EXPENDITURE		<u>(854)</u>	<u>531</u>
NET CASH (OUTFLOW)/INFLOW BEFORE STUDENT GRANTS AND FINANCE LEASES		(937)	3,049
NET CASH INFLOW/(OUTFLOW) FROM STUDENT GRANTS MANAGEMENT OF LIQUID RESOURCES:			
- SHORT TERM DEPOSITS	22	370	(990)
		(1,134)	(1,239)
(DECREASE)/INCREASE IN CASH	21	<u>(1,701)</u>	<u>820</u>

The Statement of Accounting policies and Notes 1-29 form part of the financial statements.

Signed on behalf of the Governing Body



Donal O'Rourke
Chairman



Patrick Kelleher
Director

6.2.8 Notes to the Financial Statements

1. State Grant	Allocated for recurrent expenditure	Allocated for capital expenditure	Total
	€000	€000	€000
State grant for recurrent expenditure	43,512	1,530	45,042
State grant for capital expenditure	876	7,942	8,818
	<u>44,388</u>	<u>9,472</u>	<u>53,860</u>

In addition to the above, amounts of €325,664 and €74,359 have been taken to income in respect of Hardship and Disability funding from the Department of Education and Science and the HEA. These amounts are accounted for under Other Income.

2. Tuition Fees

	2004	2003
	€000	€000
Full-time students (6,160 whole time equivalents)	7,710	7,083
Part-time students (2,274 whole time equivalents)	1,879	1,823
	<u>9,589</u>	<u>8,906</u>

The Department of Education and Science paid tuition fees in the year of €2.898m for full time degree courses and €4.043m for certain diploma and certificate courses, the total costs of which are part funded by the ESF.

3. Research, Development and Self Funding

Income		
Income	6,956	4,475
Transfer to Capital Account	(2,922)	(455)
	<u>4,034</u>	<u>4,020</u>
Staff Costs		
Teaching	285	257
Technical	5	7
Administration, Executive & Secretarial	411	277
Examinations	22	5
Research	602	836
Student Services Pay	8	8
General Staff	26	32
	<u>1,359</u>	<u>1,422</u>

3. Expenditure

	2004	2003
	€000	€000
Materials & Other Consumables	384	425
Library Materials	2	10
Computer Costs	70	96
General Education	884	760
Research Costs	279	473
Equipment	-	9
Premises Costs	231	80
Travel & Subsistence	461	405
Personnel Costs	113	110
Professional fees	116	103
Communications	12	23
Stationery & Office Materials	96	92
General Advertising & Publicity	20	9
Finance Costs	2	1
Other	10	-

2,680 2,596

Total Expenditure 4,039 4,018

4. Interest Income 188 222
188 222

5. Student Registration Charges

Registration	4,159	3,804
Interest Income	5	35
Other Income	25	25
	<u>4,189</u>	<u>3,864</u>

6.2.8 Notes to the Financial Statements

Transfer to Self Funding	2004	2003		2004	2003
	€000	€000		€000	€000
To fund student service registration costs (105)	(95)		Premises Maintenance	792	707
To fund student retention programmes (77)	(71)		Examinations	367	430
To fund examination costs (209)	(178)		Research	14	3
To fund miscellaneous costs (73)	-		General Staff	58	11
	<u>(464)</u>	<u>(344)</u>		<u>40,572</u>	<u>38,530</u>

Transfer to Capital Account	(101)	(25)
	<u>3,624</u>	<u>3,495</u>

Student Capitation Fees	4,159	3,804
Interest and Other Income	30	60
	<u>4,189</u>	<u>3,864</u>

Applied as:

Expended on Student Facilities and Amenities (Note 12)	1,098	1,279
Transfer to Self Funding	464	344
Transfer to Capital (Note 18)	101	25
Retained to fund general recurrent expenditure	1,412	1,275
Transfer to Sporting Facilities Reserve	924	750
Transfer to Restricted Reserve	190	191
	<u>4,189</u>	<u>3,864</u>

The transfers to Self Funding represent amounts allocated to fund Registration, Student Retention, Examination and miscellaneous costs. These are accounted for as Income under Research, Development and Self Funding and matched against actual expenditure incurred. Unexpected balances are accounted for as deferred income.

6. Other Income

Hardship Funding	326	216
Disabilities Funding	74	67
Transfer to Capital Account	(18)	(22)
	<u>382</u>	<u>261</u>
Superannuation	2,595	2,270
Other Income	312	1,617
Fixed Asset disposals	15	7
	<u>3,304</u>	<u>4,155</u>

7. Academic Departments

Staff

Teaching	35,565	33,609
Technical	3,160	3,250
Administration, Executive, Secretarial	616	520

Material and Services

Materials & Other Consumables	1,517	1,525
Library Materials	117	9
Computer Costs	166	160
General Education	8	7
Equipment	42	39
Premises Costs	223	343
Travel & Subsistence	227	239
Personnel Costs	36	37
Professional Fees	19	5
Communications	10	17
Stationery & Office Materials	309	271
General Advertising & Publicity	24	58
Finance Costs	4	2
Other	23	19
	<u>2,725</u>	<u>2,731</u>

Total Expenditure

	<u>43,297</u>	<u>41,261</u>
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8. Academic Support Services Library:

Library Staff	355	562
Materials & Other Consumables	5	2
Library Materials	38	192
Computer Costs	1	7
Premises Costs	-	2
Personnel	1	7
Stationery & Office Materials	19	21
	<u>419</u>	<u>793</u>

8. Computer Services:

Technical	189	167
Administration, Executive, Secretarial	43	38
Materials & Other Consumables	19	14
Computer Costs	16	34
Premises Costs	1	2
Travel & Subsistence	1	1
Communications	3	1
Stationery & Office Materials	2	2
	<u>274</u>	<u>259</u>

Total Expenditure

	<u>693</u>	<u>1,052</u>
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6.2.8 Notes to the Financial Statements

	2004	2003		2004	2003
	€000	€000		€000	€000
9. Premises					
<i>Staff</i>			National Networking	<u>2,267</u>	<u>2,244</u>
Premises Maintenance	<u>1,374</u>	<u>1,019</u>		<u>6,019</u>	<u>5,045</u>
	<u>1,374</u>	<u>1,019</u>	Total Expenditure	<u><u>10,226</u></u>	<u><u>8,023</u></u>
Material and Services					
Materials & Other Consumables	58	37	11. General Educational Expenses		
Equipment	2	2	<i>Staff</i>		
Premises Costs	2,686	3,678	Examinations	324	254
Travel & Subsistence	7	4	Material and Services		
Personnel Costs	1	4	General Education	<u>153</u>	<u>108</u>
Professional Fees	250	113		<u><u>477</u></u>	<u><u>362</u></u>
Communications	63	49	12. Student Facilities and Amenities		
Stationery & Office Materials	3	4	<i>Staff</i>		
General Advertising & Publicity	4	2	Teaching	18	1
Insurance	<u>216</u>	<u>205</u>	Administration, Executive, Secretarial	111	314
	<u>3,290</u>	<u>4,098</u>	Research	2	25
Total Expenditure	<u><u>4,664</u></u>	<u><u>5,117</u></u>	Student Services	<u>204</u>	<u>270</u>
				<u><u>335</u></u>	<u><u>610</u></u>
10. Central Administration			Material and Services		
<i>Staff</i>			Materials & Other Consumables	39	34
Teaching	106	76	Computer Costs	3	1
Technical	184	66	General Education	1	3
Administration, Executive, Secretarial	3,365	2,666	Services to Students	465	431
Premises Maintenance	205	109	Equipment	15	3
Research	93	41	Premises costs	7	7
Student Services	74	-	Travel & Subsistence	17	22
General Staff	141	-	Interview Board – Panel Expenses	4	1
Disabilities Funding	32	20	Professional Fees	152	117
National Networking	7	-	Communications	2	-
	<u>4,207</u>	<u>2,978</u>	Stationery & Office Materials	32	22
			General Advertising & Publicity	4	7
Material and Services			Insurance	<u>22</u>	<u>21</u>
Materials & Other Consumables	126	125		<u><u>763</u></u>	<u><u>669</u></u>
Library Materials	1	1	Total Expenditure	<u><u>1,098</u></u>	<u><u>1,279</u></u>
Computer Costs	305	140			
Services to Students	42	17	13. Summary of Expenditure		
Equipment	30	8	Pay	48,758	45,580
Premises Costs	644	267	Non Pay	15,736	15,532
Travel & Subsistence	384	330	Depreciation	<u>5,222</u>	<u>6,292</u>
Personnel Costs	317	256		<u><u>69,716</u></u>	<u><u>67,404</u></u>
Professional Fees	638	531	14. Taxation		
C & AG Audit Fee	19	18	None of the activities of the Institute are liable to Corporation Taxation under the Charitable Status obtained in January 1993 by the Department of Education.		
Communications	329	230			
Stationery & Office Materials	298	227			
General Advertising & Publicity	65	198			
Insurance	180	175			
Finance Costs	22	22			
Hardship Funding	314	210			
Disabilities Funding	35	31			
Other	3	15			

6.2.8 Notes to the Financial Statements

15. Tangible Fixed Assets

	Total	Land and Buildings	In Course of Construction	Fixtures and Fittings	Furniture and Equipment	Motor Vehicles
	€000	€000	€000	€000	€000	€000
Cost or valuation						
Beginning of year	107,542	67,925	7,806	2,136	29,496	179
Additions	15,501	5,620	7,918	222	1,656	85
Disposals	<u>(1,202)</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>(1,193)</u>	<u>(9)</u>
End of year	121,841	73,545	15,724	2,358	29,959	255
Depreciation						
Beginning of year	39,131	15,660	-	696	22,652	123
Disposals	(1,179)	-	-	-	(1,172)	(7)
Charge for year	5,222	1,813	-	205	3,163	41
End of year	<u>43,174</u>	<u>17,473</u>	<u>-</u>	<u>901</u>	<u>24,643</u>	<u>157</u>
Net Book Value						
End of year	78,667	56,072	15,724	1,457	5,316	98
Beginning of year	<u>68,411</u>	<u>52,265</u>	<u>7,806</u>	<u>1,440</u>	<u>6,844</u>	<u>56</u>

Land and Buildings in existence at 1 January 1993 have been valued by the Valuation Office. Other fixed assets in existence on that date have been valued by the Institute on the basis of open market value for existing use.

Disposals in the year include write offs of assets with an original cost of €1.1m which have been fully depreciated.

	2004	2003
	€000	€000
16. Debtors		
State grant for capital expenditure	2,606	632
ESF student maintenance grants (Note 22)	744	1,114
Research, Development and Self Funding – debtors	1,736	2,445
Prepayments and accrued income	374	341
	<u>6,097</u>	<u>5,243</u>

	2004	2003
	€000	€000
17. Creditors		
Amounts falling due within one year		
Trade creditors	335	468
State grant for capital expenditure – deferred income	-	166
State grant for recurrent expenditure – deferred income	511	-
Other State grant – deferred income	334	442
Research, Development and Self Funding – deferred income	3,332	3,891
Creditors and Accruals	6,066	2,969
	<u>10,578</u>	<u>7,936</u>

6.2.8 Notes to the Financial Statements

18. Capital account	2004	2003	2004	2003
	€000	€000	€000	€000
Balance 1 September	68,411	64,438		
Movement during year:				
<u>Capital Grants Receivable</u>				
State Capital Grant	7,942	7,857		
Allocated from State				
Recurrent Grant	1,530	999		
Registration	101	25		
Research, Development and Self Funding	2,922	455		
Disability Funding	7	16		
Hardship Funding	11	6		
Other	-	80		
Transfer from Sporting Facilities Reserve	625	-		
Transfer from Restricted Reserve	2,363	884		
	83,912	74,760		
<u>Release to Income</u>				
Amortisation in line with asset depreciation	(5,222)	(6,292)		
Amount released on disposal of Fixed Assets	(23)	(57)		
Balance at 31 August	78,667	68,411		
19. Restricted Reserve				
Balance 1 September	5,744	5,324		
Transfer from Income and Expenditure Account	360	1,304		
Transfer from Sporting Facilities Trust	156	-		
Transfer to Capital Account	(2,363)	(884)		
Balance 31 August	3,897	5,744		
The balance at 31 August of €3.897m represents funds set aside for Student Facilities of €3.171m and for the long term development of the Institute of €0.726m.				
20. Sporting Facilities Trust				
Balance 1 September	959	209		
Transfer from Income and Expenditure Account	935	750		
Transfer to Restricted Reserve	(156)	-		
Transfer to Capital Account	(625)	-		
Balance 31 August	1,113	959		
21. Amounts in Cashflow Statement				
Amounts included in the cash flow statement are reconciled or analysed as follows:				
Net cash (outflow)/Inflow from operations				
Operating surplus/(deficit)	633	2,612		
Transfer to Restricted Reserve	(360)	(1,304)		
Transfer to Sporting Facilities	(935)	(750)		
Student Grants	(370)	990		
Net cashflow from Capital Additions	854	(531)		
(Increase)/(Decrease) in Debtors	(854)	2,178		
Increase/(Decrease) in short term Creditors	2,642	(1,847)		
Increase/(Decrease) in Restricted Reserve	(1,847)	420		
Increase/(Decrease) in Sporting Facilities Trust Reserve	154	750		
	(83)	2,518		
Reconciliation of net cashflow to movement in net funds				
(Decrease)/Increase in cash in the period	(1,701)	820		
Increase in liquid resources	1,134	1,239		
Changes in net funds	(567)	2,059		
Net funds at start of year	9,983	7,924		
Net funds at end of year	9,416	9,983		
Increase in net funds	(567)	2,059		
Analysis of changes in net funds				
At 1 September	Cashflow	At 31 August		
Cash & Bank balances	6,794	(1,701)	5,093	
Short term deposits	3,189	1,134	4,323	
Total	9,983	(567)	9,416	
22. ESF Student Maintenance Grants				
Balance at 1 September	(1,114)	(124)		
Receipts during year	4,251	2,394		
Payments during year	3,881	3,384		
Balance at 31 August	(744)	(1,114)		
Amounts received from the Department of Education and Science are funded in part by the ESF.				

6.2.8 Notes to the Financial Statements

23. Employees

The average number of staff employed by the Institute for the year ended 31 August 2004 was 1,175 (2003 : 1,154).

24. Subsidiary Company

A company, Cork Institute of Technology Property Company Limited, was established by the Institute in 2000 in connection with certain building projects of the Institute. The company has an issued shared capital of 12 ordinary shares of €1.27 each. The Institute holds all the share capital of the company. The company rents certain property from the Institute for €31,743 per annum. The company also charges the Institute rent of €33,013 per annum.

The results of the company have not been consolidated into the financial statements of the Institute.

25. Institute Canteen and Shop

A company, CIT Student Services Company Limited, operates the Institute canteen and shop. The accounts of the canteen and shop, which do not form part of the accounts of the Institute, are audited by auditors appointed by the Company.

The company was incorporated in December 1994. The canteen and shop had previously been managed by an Institute Committee. The Company took over the assets and liabilities of the canteen and shop with the exception of a sum of €142,847 which has been placed on trust to fund future liabilities arising out of certain contracts of service.

The fund, which stood at €210,916 at 31 August 2004, is not recorded in the accounts of either the Institute or the Company.

The financial results of the Company for the year ended 30 June 2004 are as follows:

	€
Income	2,754,175
Expenditure	2,623,786
Surplus	130,389
Net Assets	289,304

26. Investments

The Institute owns 15% of the ordinary share capital of En-Force Laboratories Limited. The company was formerly a campus company entitled Biological and Environmental Services Unit and was established as a private enterprise on 1 January 2003. The Institute has not included the shareholding in the Balance Sheet as it does not consider the value of the shares to be material.

27. Post Balance Sheet Event

The Institute has been notified of a claim by a contractor in respect of additional costs incurred on a project. The Contractor and the Institute are in discussion on the matter. The financial statements do not include a provision for the amount claimed as the liability, if any, is difficult to estimate.

28. Comparative Figures

The comparative figures have been restated in line with new cost coding structures adopted by the Institute. The restatement has no effect on the reported surplus for 2003.



Other Information

7

- 7.1 Diary of Special Events
- 7.2 Graduates' Association
- 7.3 Contact Points

7.1 Diary of Special Events

1. On 26 September 2003, Mr Noel Dempsey, T.D., Minister for Education and Science, laid the foundation stone for the new €51m National Maritime College (NMCI), in Ringaskiddy, Co. Cork. The College is being constructed and operated under the Public Private Partnership (PPP) model by Focus Education Ltd. The capital value of the project is €51.3m.

The new College will provide training facilities that will service the existing needs of the Irish Naval Service (INS). This state of the art College will also be a major attraction for international trainees, reinforcing Ireland's position as a centre of excellence in maritime training.

2. On 29 October 2003 a ceremony was held on the site of the new €15m Tourism & Hospitality Studies Building at CIT. The new building is 4,228 square metres and P J Hegarty & Sons Ltd., are the contractors. The design team is composed of architects, de Blacam and Meagher Boyd Barrett Murphy-O'Connor, structural engineers, Malachy Walsh & Partners, quantity surveyors, Bruce Shaw Partnership, and mechanical & electrical Engineers, Arup Consulting Engineers.

The new facility will accommodate the Department of Tourism & Hospitality Studies on the Bishopstown Campus of CIT. The building will incorporate state of the art facilities and equipment in order to provide training and education for best practice in the Hospitality & Catering industry for a projected student population of one thousand students. The establishment of the new school of Tourism & Hospitality Studies will provide a much needed facility to service the huge demand for trained personnel in Ireland and particularly in the prime tourism sector of the Cork/Kerry region.

3. The President of Ireland, Mrs Mary McAleese, honoured the Institute by her presence on Thursday morning 30 October 2003. During her visit, the President presented the Royal Institute of the Architects of Ireland's (RIAI) Triennial Gold Medal to Mr Shane de Blacam from architectural practice de Blacam and Meagher, in association with Boyd Barrett, Murphy O'Connor for the design of the Library and Information Technology buildings at Cork Institute of Technology, the last phase of which was completed in 1997.

The RIAI Gold Medal is the highest honour in Irish architecture and is awarded every three years for the design of a building of exceptional merit completed within a three-year period. The RIAI jury was

impressed by the buildings "powerful architectural expression," "its dramatic fusion of spatial and structural form" and "the imaginative use of detail and subtle references to local masonry traditions".

The President's visit came on the two hundred year anniversary of the founding of the Royal Cork Institution, which subsequently evolved into Cork Institute of Technology.

4. The Institute was engaged in an intensive process under "sustaining progress" to justify the Benchmarking Awards. A forum of all the Trade Unions and Management had been formed to progress issues in a partnership manner.

5. The DEIS Department for Education Development in association with the CREATE research centre in Suffolk College organised a trans-European Conference in BT Research Labs UK. This conference will focus on the changing landscape of education and training in the context of e-learning technology and methodology, with emphasis on the adaptation of successful face-to-face teaching practices for effective online provision.

6. The 37th World Skills Competition was held in St. Gallen, Switzerland. The Irish Team was placed 10th overall – 36 countries competed. CIT made a major contribution to Ireland's performance, once again highlighting this Institute as a centre of excellence in technological education and training. Lecturers/teachers acted as international examiners (experts) at the competition. All are Department of Education and Science, National Apprentice/Skills Competition, Chief Advisory Examiners.

Since the competitions inception in 1950, CIT has a proven record of excellence. This is mainly due to the teamwork within the Institute. Employers too make a substantial contribution in allowing competitors time off work to train and compete in these competitions.

7. Cork Institute of Technology made a submission to HETAC to obtain delegated authority to award its Degrees and Post Graduate Awards. This was a major initiative by CIT. It included a separate proposal to maintain a register of Research Degrees.

8. In November 2003, Cork Institute of Technology formally signed a bilateral cooperation agreement with the University of Wisconsin-Platteville. The objective of the agreement is long-term educational and research collaboration between the two institutions. The envisaged cooperation activities will include the exchange of students and faculty

7.1 Diary of Special Events

members, the exchange of teaching materials, and research collaboration.

9. Cork Institute of Technology recently received a major award for the training it provides in ECDL. This award recognises test centres that demonstrate best practice and innovation in the implementation of the ECDL programmes and in particular commitment to the development of IT Skills among its target group.

10. The Oireachtas Committee on Communications, Marine and Natural Resources visited the National Maritime College of Ireland on Monday 12 January 2004.

11. CIT Students raised over €10,000 for various worthwhile causes based locally, nationally and internationally, the charities included

- Children's Leukaemia Fund/Unit – Mercy Hospital, Cork
- Christina Noble Children's Foundation (Irl) Ltd
- Co-Action
- Cork Simon Community
- Dyslexia Association of Ireland, Cork Branch
- Enable Ireland
- Muscular Dystrophy Ireland
- Passage Association for care of the Elderly (PACE)
- The Children at Risk in Ireland Foundation (CARI)
- The Irish Pilgrimage Trust (IHCPT)

12. The OECD visited the Institute on 24 February 2004 and met with the Executive of the Institute which resulted in a thorough and robust exchange of views. The validation and co-ordination of Doctoral Level Research was a critical issue for debate.

13. On 1 March 2004, 5 Entrepreneurs were recognised for their endeavours at a ceremony at City Hall, Cork, for the Genesis Enterprise Programme Awards. The winners were chosen from a field of 17. The programme was administered by CIT in partnership with IT Tralee, Enterprise Ireland, UCC, CorkBIC and Udaras na Gaeltachta and awards were sponsored by AIB, Ernst & Young, Kerry Enterprise Board, South Cork Enterprise Board and Cork City Enterprise Board.

Programmes such as Genesis provide an ideal environment to encourage and support the growth of new companies. Developing knowledge based high technology indigenous companies is critical for the future growth of our economy and our graduates and educational institutions have a key role to play in developing new ideas that can

be developed into businesses.

The programme is a one-year rapid incubation programme designed to provide support and management development for graduate entrepreneurs who wish to start their own business. The typical business is technology led, innovative, and has both job creation and export potential.

14. On the 24 March 2004, the Institute warmly welcomed the announcement by the Minister for Education and Science, Noel Dempsey, T.D., that the Government had given the go-ahead for the building of the new Cork School of Music. The new School of Music, which will be built by Jarvis Projects and which will be operated by them as a Public Private Partnership for twenty-five years, was originally sanctioned in 2001 but has been the subject of difficulties. The go-ahead for the building is at a capital cost of just under €60m which includes fit out, equipment and professional fees.

15. The Minister for Education and Science, Mr Noel Dempsey, T.D. laid the foundation stone for the Tourism & Hospitality Building on Friday 7 May 2004.

16. The Director obtained an award from the Lord Mayor, Cllr Colm Burke on Wednesday 24 May 2004 for his contribution to the development of third level education in Cork.

17. A major visit by a HETAC Panel in CIT occurred on Friday 18 June 2004. Its purpose was to accredit CIT as an Institution suitable to maintain a Research Register in Science. In September a similar exercise for Computing and Engineering will take place.

18. Visitors from the Shanghai People's Municipal Government visited the Institute on Thursday 29 July 2004 regarding the possibility of setting up co-operation projects with CIT and UCC especially in the context of Chinese students attending both Institutions.

19. Dr Tayeb Kamali, Vice-Chancellor of the United Arab Emirates' Higher Colleges of Technology, Director of Abu Dhabi Men's College and the founding member and Managing Director of the Centre for Excellence for Applied Research and Training accompanied by Mr John Rea, Lecturer in Mathematics visited the Institute on Thursday 12 August 2004 in relation to feasibility study on the transfer of post diploma students to CIT.

7.2 Graduates' Association

The CIT Graduates' Association enables Graduates to keep in touch with CIT and their friends from college days. The Association creates a professional and social network which is of benefit to Graduates and the Institute.

Worldwide Branches

The Association has nine worldwide branches. Each branch has a branch representative who organises meetings and events annually. This representative also liaises with the Graduate Liaison Office in CIT.

Graduate Associate Committee

The Associations' AGM took place on the 28th May at 6.30pm in the offices of Deloitte & Touché, City Chambers, 4 Lapp's Quay, Cork. The meeting was very informative and saw the election of six new members to the committee.

Membership Benefits and Services

The CIT Graduates' Association provides members with a wide range of benefits and services including:

- assistance in organising reunions
- discounts for services
- the Learning City Magazine
- general information about careers, interview skills and CV development for recent graduates (for 1st year out graduates)
- access to CIT facilities (including library membership)
- invitations to various events
- access to worldwide and regional branches of the Association

Events/Reunions

- Class of 1998 Architectural Technology – 5 year reunion organised by Tim Clifford – December 2003
- A reunion was held for graduates from 1998/1993/1988/1978 years and took place on 28th May in Scott's of Caroline Street
- A graduate of the Crawford College of Art & Design, Morgan Ferriter a native of Co Donegal held a successful exhibition in Chief O'Neill's

Hotel, Dublin in April 2003. Morgan also participated in the Toronto Outdoor Art Show in July 2003 at Toronto City Hall. This is the largest outdoor exhibition of its kind in North America and Morgan is the first Irish artist selected as a participant.

Graduate Profiles Received

- Jean Kavanagh graduated in 1998 with a Diploma in Supervisory and Counselling Skills
- Roy McCarthy graduated in 1997 with a BBS
- Colm Kelly graduated in 1990 with a Diploma in Mechanical Engineering
- Gerard McKeogh graduated in 1996 with a B. Eng in Mechanical Engineering
- Colin Buckley graduated in 1986 with a Certificate in Instrument Physics
- Bernard O'Connell graduated in 1991 with a Certificate in Electronic Engineering



7.3 Contact Points

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