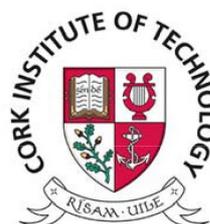


annual report 2018/19

Cork Institute of Technology

www.cit.ie





CIT Bishopstown Campus



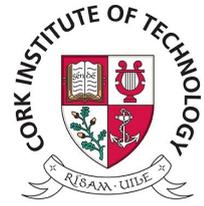
CIT Cork School of Music (CIT CSM)



CIT Crawford College of Art & Design (CIT CCAD)



National Maritime College of Ireland (NMCI)



Cork Institute of Technology

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History

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

The Cork School of Music was first established in 1878 in the Grand Parade, Cork and is the oldest School of Music in these islands. It had a temporary home in George’s Quay after the second World War and then moved to new premises in Union Quay in 1956. The Hardiman Report gave scope for a review of music education in CIT. After much support from the external

stakeholders, institutions, citizens of Cork, and the Department of Education and Science, a beautiful building with high quality facilities was constructed under a Public Private Partnership. The Official hand-over to CIT of the new Cork School of Music facility by the Public Private Partner, Hochtief took place in July 2007.

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

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

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

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

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

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

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

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

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

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

Mission and Values of Cork Institute of Technology

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

Our Mission

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

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

Our Commitments

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

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

Our Vision

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

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

Achieving our Goals

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

The Strategic Management Framework

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

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

Institiúid Teicneolaíochta Chorcaí
Cork Institute of Technology



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CIT Crawford College of Art & Design (CIT CCAD)

1. Introduction

Cork Institute of Technology

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- 1.6 Special Units and Centres operating within the Institute and their relationship to the Institute's Organisation Chart
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1.1 Chairman's Statement

I am delighted to present CIT's Annual Report for the year 2018/19. CIT continues to strive towards the achievement of its mission of providing the best learner-centered education in Ireland for its students. This is my eighth year in this role and it has been a tremendous honour and privilege to be involved with this great Institution and to work closely with my fellow Governors.

2018/19 has been a hugely successful year for CIT and I am delighted to say that the Institute celebrated an abundance of achievements and high points during the year. Mr Simon Coveney TD, Tánaiste and Minister for Foreign Affairs and Trade launched 'CIT – Your Lifelong Academic Partner - the Academic Strategy for Cork Institute of Technology 2019-2023' at the NMCI on 15th April. The Institute along with PMTC and Pfizer won Partnership Alliance of the Year at Pharma Awards Ireland 2018. Moreover, the Halpin Research Team in NMCI successfully secured ISO9001:2015 certification on the first attempt - only the second research and innovation entity in Ireland to hold ISO9001:2015 certification.

CIT hosted visitors from several international universities during the year and continue to build strong connections with other institutions around the world. The Institute warmly welcomed visitors from Endicott College, USA; Haaga-Helia University of Applied Sciences, Finland; Botswana International University of Science & Technology', University of Pretoria, South Africa, Universidad del Rosario, Colombia and the University of Da Nang, Vietnam. CIT's strong international connections afford students the opportunity to experience a varied and unique education.

Numerous national and international events were hosted and co-hosted by CIT throughout 2018/19 including the Industrial Internet Consortium (IIC) Conference, the Photonics Ireland Conference, and SciFest.

CIT students represented the Institute nationally and internationally during the year with their exceptional accomplishments. The Governing Body would like to congratulate them and CIT's academic staff for this.

Many sporting successes across a wide variety of sports including powerlifting, GAA, Australian football, basketball, handball, soccer, hockey, kickboxing, sailing, golf and gymnastics were commemorated throughout the year. My fellow Governors and I would like to congratulate all those involved and wish them every success for the coming year.

Arts and culture form an integral part of life for the CIT community. Several events took place during the year including visual arts, music, theatre, lectures and public performances. The Institute continues to place great importance on successful partnerships within the arts, both nationally and internationally.

CIT and IT Tralee submitted a formal application to the Minister for Education and Skills to seek designation as the Munster Technological University (MTU) in February 2019. The MTU partners continue to work towards the full implementation of the project.

Finally, I would like to extend my utmost appreciation and sincere thanks to all management, staff and students for their continued and remarkable commitment to this Institution. I would also like to take this opportunity to acknowledge and thank my fellow Governors, whose insightful inputs at Governing Body and various committees significantly affect the growth of CIT.



Bob Savage
Chairman

1.2 President's Statement

I am delighted to present Cork Institute of Technology's Annual Report for 2018/19 following my second year as President. CIT has grown exponentially over the last year and we have had the pleasure of celebrating many great achievements and advancements. CIT's excellence as an Institute continues to be recognised on a regional, national and global level in the areas of academia, arts and culture, sport, and research and innovation. The Institute remains dedicated to ensuring that the highest standard of education is received by each and every student of CIT.

The Institute's Strategic Plan 2018-2023 was formally launched on 13 December 2018 with an emphasis on empowering individuals and enriching society through the innovative use of knowledge. CIT will continue to honour its mission and role by providing student-centred, career-focused education and research for the personal, professional and intellectual development of the student and for the benefit of the broader society in the region and beyond.

On 7 May 2019, CIT received the news that the Institute was to be awarded the coveted Athena SWAN Bronze Award after nearly two years of data-gathering, gap analysis and self-assessment. Additionally, CIT's LGBT* Society launched Ireland's first instructional handbook on how to set up Gay/Straight Alliances or Gender & Sexuality Alliances in second-level schools on 20 March 2019. Equality, diversity and inclusion continue to be of paramount importance to CIT across all its activities, encompassing students, staff, and community engagement.

CIT's BCO and Dark Sky Ireland were jointly awarded a Special Award from the International Astronomical Union for the Dark Skies for All project on 30 March 2019. Furthermore, CIT, PMTC and Pfizer won Partnership Alliance of the Year at Pharma Awards Ireland 2018 on 26 October 2018.

The Institute was delighted to host the first European First Year Experience Conference (EFYE) to come to Ireland. The event ran over 3 days beginning on 17 June 2019 and included over 140 sessions, with over 350 participants.

Arts and culture played a vital role in the lives of students and staff throughout the year with numerous events taking place in the areas of visual arts, music and theatre, including lectures and public performances. CIT was honoured to host the 2nd Annual International Student Documentary Festival, "STORY?", between 3 – 5 April 2019.

2018/19 continued to be a great year in sport for CIT with outstanding achievements in camogie, basketball, soccer, football, handball, golf, sailing, gymnastics, kickboxing and hockey. CIT students were members of the All Ireland Senior & Intermediate Camogie winning teams. CIT students and staff were members of the Cork's U-20 Footballers and backroom team which won the All-Ireland Final in August 2019. Two CIT students, Ross O'Connor and Rachel O'Mahony, were crowned champions in their weight categories in the "Strict Curl" event at the World Powerlifting Championships in October 2018. At the WAKO World Kickboxing Cup in Italy in June 2019, CIT student Dalton O'Shaughnessy won Gold.

On 13 February 2019, CIT and IT Tralee submitted a formal application to the Minister for Education and Skills to seek designation as the Munster Technological University (MTU). Both institutes continue to work closely together towards this designation.

Lastly, I would like to express my sincere gratitude to all our students, staff and stakeholders. Without their support, the Institute's advancements and growth would not be possible. I would also like to convey my utmost appreciation to our Governing Body and the Chair, Mr Bob Savage, for their continuous support throughout the year. A massive thank you to all for a very successful year.

Míle buíochas le gach éinne.



Dr Barry O'Connor
President

1.3 Equality Statement

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

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

1.4 Irish Language & Culture

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

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

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

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

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

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

1.5 About Cork Institute of Technology and its Organisation Chart

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

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

Bishopstown Campus

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

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

CIT Crawford College of Art & Design (CIT CCAD)

CIT CCAD comprises three Departments. The Department of Fine Art and Applied Art and the Department of Arts in Health and Education are based in the city centre – the former in the Sharman Crawford Street building; a listed building dating from the early 1900s, and the latter in the newly acquired and renovated landmark building at no. 46 Grand Parade, which also houses the MA in Art and Process. The Department of Media Communications, situated on the Bishopstown Campus, is also part of the CIT CCAD.

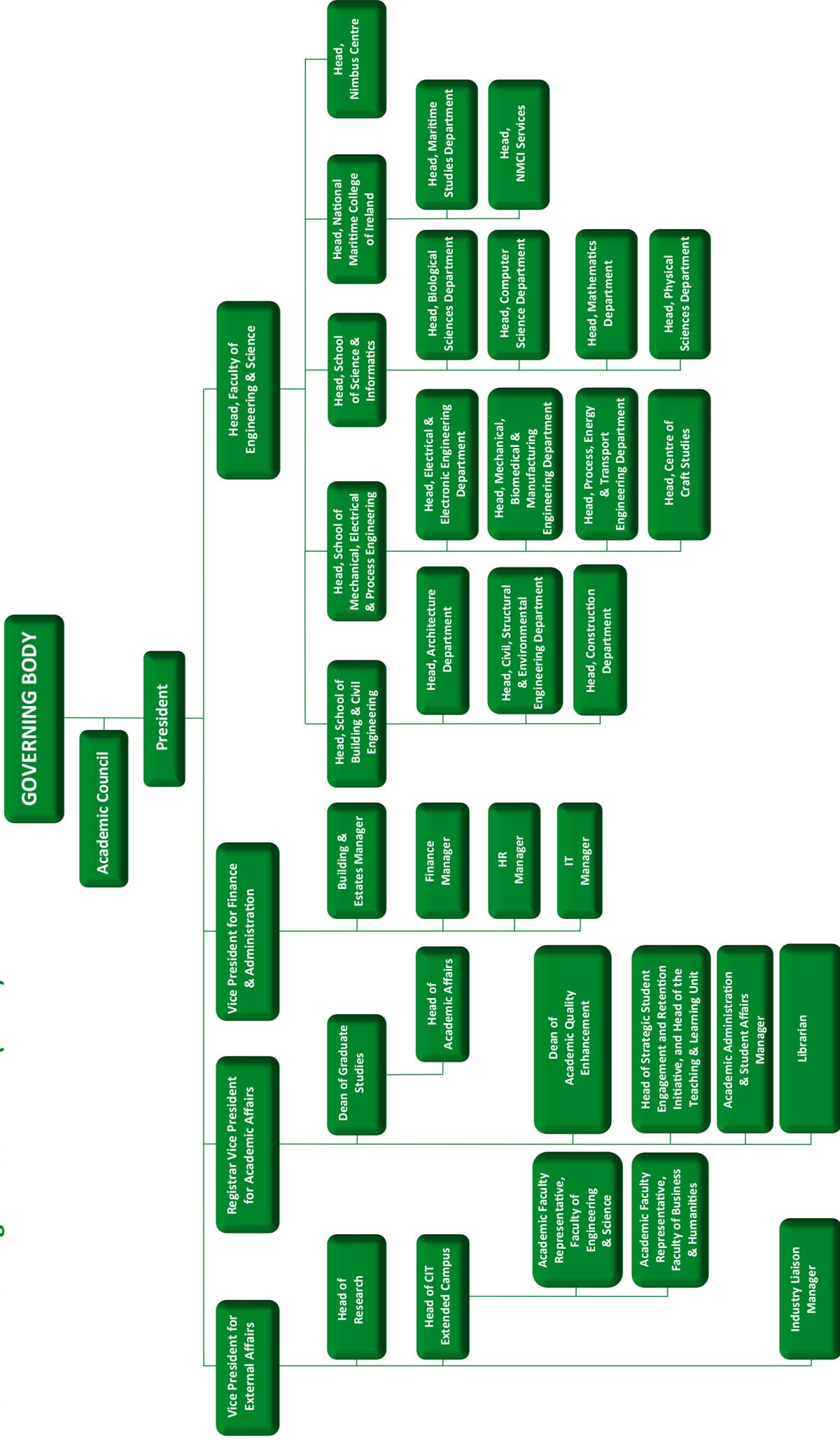
CIT Cork School of Music (CIT CSM)

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

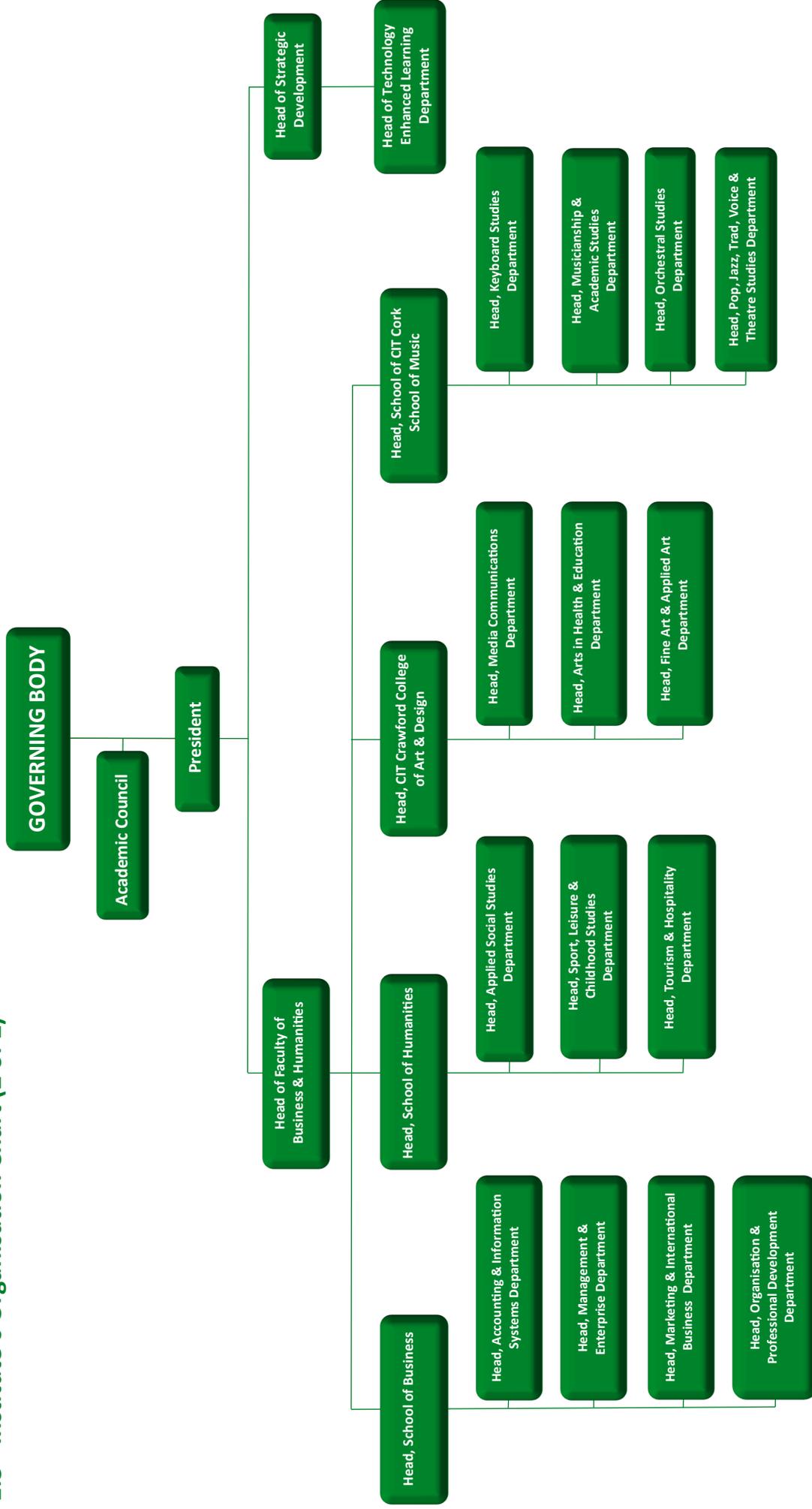
National Maritime College of Ireland (NMCI)

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

1.5 Institute's Organisation Chart (1 of 2)



1.5 Institute’s Organisation Chart (2 of 2)



1.6 Special Units & Centres operating within the Institute

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

1. Blackrock Castle Observatory (BCO)

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

2. Rubicon Centre

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

3. Strategic Innovation Projects Unit

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

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

1. BIO-EXPLORE Research Centre

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

BIO-EXPLORE incorporates:

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

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

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

- Microbiology/virology research – concentrating on screening, isolation and testing of novel antimicrobial compounds which pose a potential threat to human health;
- Bioinformatics Research – concentrating on supporting the extraction of information from biological data banks;

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

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

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

3. Cork Centre for Architectural Education (CCAIE)

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

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

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

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

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

5. NIMBUS Research Centre for Research in Embedded Networked Systems

The NIMBUS Research Centre is a purpose-built state of the art 1,800m² research building which forms the backbone of the Institute's Strategic Research Cluster in Embedded Networked Systems. It is also Ireland's only research centre devoted to this field. NIMBUS incorporates the Adaptive Wireless Systems Group, the Smart Systems Integration Group and the Technologies for Embedded Computing Centre (TEC). The TEC Centre acts as the primary industry interface with the NIMBUS Research Centre and provides a "one-stop-shop" for innovation in embedded systems for industry in the region. The NIMBUS Research Centre provides industry with the opportunity to utilise the industry laboratories and access support programmes, and is home to over 80 staff, researchers and postgraduate students.

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

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

6. Clean Technology Centre (CTC)

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

government. However, the creation of the CTC was primarily the result of the foresight of CIT and the demonstration of corporate social responsibility by industry.

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

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

7. CREATE Centre

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

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

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

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

1. Hincks Centre for Entrepreneurship Excellence

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

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

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

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

1. NMCI Commercial Services (NMCIS)

NMCIS is the Commercial division of the NMCI. Its goal is to achieve and deliver excellent quality service to its existing and future customer base. The services’ primary function is to promote and support all commercial activities of the College.

NMCIS has produced an annual commercial schedule of professional maritime short courses, listing all the short courses scheduled for the year. It also provides specialised group courses for companies in the industry. All its clients will be trained by quality professional mariners to the highest standards.

GAC Training & Service Solutions Limited (GTSS)

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

SEFtec NMCI Offshore Limited (SNO)

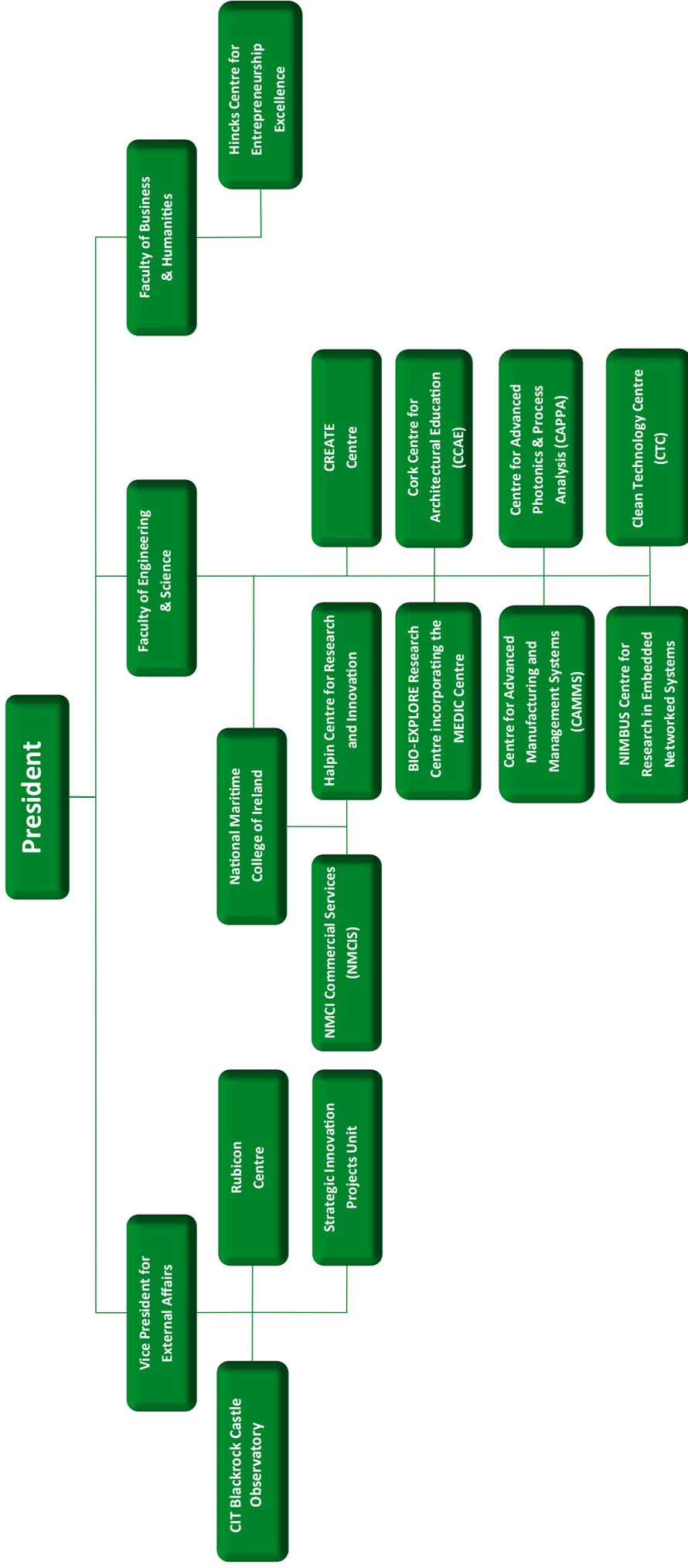
- SNO is a joint venture company between the NMCI and SEFtec Global Training Ireland Limited (SGT). Its primary role is as a vehicle to combine the offshore training expertise of SGT with the world class maritime training facilities at the NMCI in pursuit of OPITO (Offshore Petroleum Industry Training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

2. Halpin Centre for Research and Innovation

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

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

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



1.7 Sports Facilities Development

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

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

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

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

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

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

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





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

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

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

Throughout the 2018/19 academic year, CIT's excellently prepared sports grounds and facilities played host to numerous competitions including in athletics the International Cork City Sports, the Cork National School Sports and the annual GOAL

Mile. Record numbers took part in this year's "Rebel Run" co-hosted by CIT Sports. CIT provided training facilities for a number of teams including the Cork Senior Footballers, Cork Development Squad, and Cork City Soccer.

To underline its commitment to Sport, CIT annually awards Sports Scholarships to a wide range of sports for Seniors and Freshers. The Sports Scholarships range in value from €500 to €1,000. For the academic year 2018/19, the following scholarships were awarded at a presentation evening on 11th February 2019:

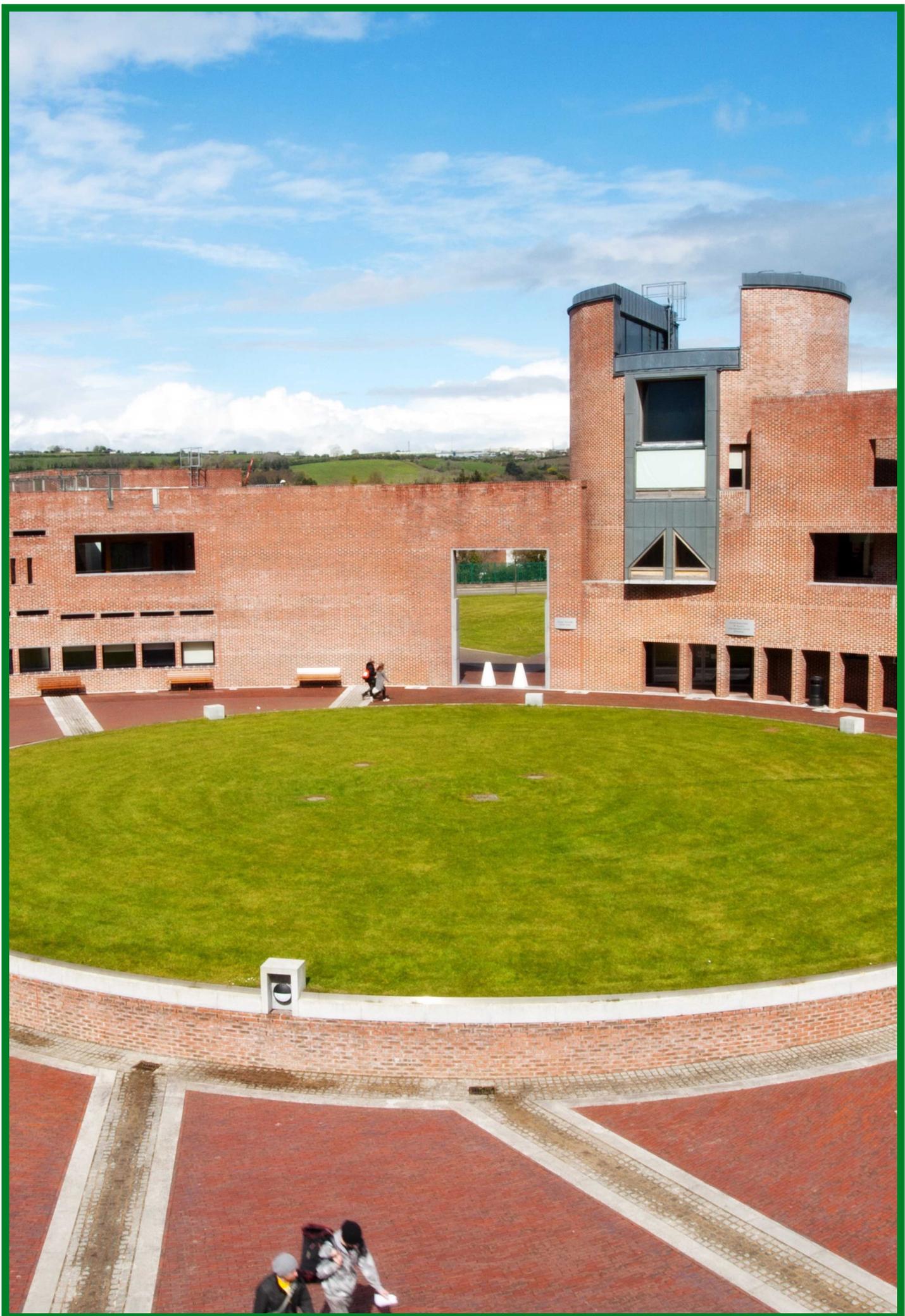
- 65 CIT Sports Scholarships
- 11 Munster Council GAA Scholarships

Sports represented included athletics, basketball, boxing, camogie, Gaelic Football, golf, handball, hockey, hurling, orienteering, powerlifting, sailing, soccer. This year the guest speaker, legendary Irish race walker Rob Heffernan, performed the presentations. Both male and female athletes from 13 different sports were recipients. CIT allocates sports scholarships annually to students who display a high level of achievement and are excellent ambassadors for CIT in their chosen sport. The standard, and competition, for scholarships is exceptionally high with the scheme designed to help students reach their full potential, both in their sport and also in their academic careers.

The Institute hosted the Cork Primary Schools Sports on the Athletics Track and in the Sports Stadium. The event, which is the largest voluntary sports event in Europe, was a tremendous success. This was the 95th year in what is a truly unique occasion. In 1924 the inaugural sports was held in the Mardyke with some 350 children participating. It is a landmark day in the calendar of every primary school in Cork City and County and it is an important event for CIT as the Institute gets extensive and very positive exposure in every primary school.

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

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



CIT Bishopstown Campus



Create Building, CIT Bishopstown Campus

2. Governance

Cork Institute of Technology

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

2.1 Introduction

Introduction, Responsibilities and Key Duties

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

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

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

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

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

Risk Management

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

Governing Body Review of compliance with the Public Spending Code

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

Strategic Plan and Annual Operating Budget

The Governing Body has formally undertaken an evaluation of actual performance, by reference to the Institute's Strategic Plan and Operating Budget and has subsequently approved its Annual Programmes and Budgets for the Institute at its meeting on 4 April 2019.

Sub-Committees of Governing Body

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

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

2.2 Membership of Governing Body

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

The two student representatives are appointed for a period of one year up to 31 May 2019.

The membership of the Governing Body from 1 September 2018 is as follows:

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

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

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

Ms Maura Fitzgibbon (Nominee of the Cork Education and Training Board (ETB))
Cllr Mary Hegarty (Nominee of the Cork ETB)
Cllr Michael Hegarty (Nominee of the Cork ETB)
Mr Denis Leamy (Nominee of the Cork ETB). Mr Leamy was appointed on 8 May 2019.
Cllr Patrick Gerard Murphy (Nominee of the Cork ETB)
Mr Declan O'Leary (Nominee of the Cork ETB)
Mr Ted Owens (Nominee of the Cork ETB). Mr Owens resigned on 31 December 2018.

Two appointed under Section 4(1)(c)

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

One appointed under Section 4(1)(d)

Mr Eoin Deane (Non-Academic Staff Nominee)

Two appointed under Section 4(1)(e)

Mr Aaron Buckley (Nominee of Students' Union) up to 31 May 2019
Ms Stephanie Kelly (Nominee of Students' Union) up to 31 May 2019
Mr Aaron Buckley (Nominee of Students' Union) up to 31 May 2020
Ms Aisling O'Mahony (Nominee of Students' Union) up to 31 May 2020

One appointed under Section 4(1)(f)

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

Five appointed under Section 4(1)(g)

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

2.3 Governing Body Meetings

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

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

During the period from 1 September 2018 to 31 August 2019, the Governing Body met on ten separate occasions which included two special meetings. They met on the following dates:

- Thursday 4 October 2018
- Thursday 6 December 2018
- Thursday 13 December 2018 (Special Meeting)
- Thursday 7 February 2019
- Thursday 7 March 2019
- Thursday 4 April 2019
- Thursday 2 May 2019
- Thursday 6 June 2019
- Thursday 4 July 2019
- Friday 8 August 2019 (Special Meeting)

Governing Body Meetings

The Governing Body met 10 times during the 2018-2019 year and below are the schedules of attendance.

Governing Body Member		Attendance at Governing Body Meetings									
		4 Oct 2018	6 Dec 2018	13 Dec 2018 (Special Mtg)	7 Feb 2019	7 Mar 2019	4 Apr 2019	2 May 2019	6 Jun 2019	4 July 2019	8 Aug 2019 (Special Mtg)
1	Mr Bob Savage	✓	✓	✓	✓	✓	✓	✓	X	✓	✓
2	Dr Barry O'Connor	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
3	Mr Bernard Allen	✓	✓	✓	✓	✓	✓	✓	X	X	✓
4	Ms Mary Cooney	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
5	Mr Eoin Deane	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
6	Ms Emelie Fitzgibbon	✓	✓	✓	✓	X	✓	✓	✓	✓	X
7	Ms Maura Fitzgibbon	X	✓	✓	✓	X	✓	✓	X	X	✓
8	Cllr Mary Hegarty	✓	✓	✓	✓	X	✓	✓	✓	✓	✓
9	Cllr Michael Hegarty	✓	✓	X	✓	X	✓	X	X	X	✓
10	Mr John Higgins	X	X	✓	X	✓	✓	✓	X	X	X
11	Capt. Dave Hopkins	✓	✓	X	✓	✓	✓	✓	✓	✓	✓
12.	Mr Denis Leamy (appointed 8/5/2019)								✓	✓	X
13	Cllr Patrick Gerard Murphy	X	✓	X	✓	X	X	X	X	✓	✓
14	Mr Declan O'Leary	✓	X	✓	✓	✓	✓	X	✓	✓	✓
15	Mr Cilian Ó Súilleabháin	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
16	Mr Ted Owens (Resigned 31/12/2018)	✓	✓	X							
17	Ms Ann Piggott	✓	✓	X	✓	X	✓	✓	✓	✓	✓
18	Ms Katherine Walshe	✓	✓	X	✓	X	✓	✓	✓	X	X
19	Mr Aaron Buckley, Student Nominee from 1/06/2018 to 31/05/2019	✓	✓	✓	✓	X	✓	✓			
20	Ms Stephanie Kelly, Student Nominee from 1/06/2018 to 31/05/2019	X	✓	X	X	X	X	X			
21	Ms Aisling O'Mahony, Student Nominee from 1/06/2019 to 31/05/2020								✓	✓	X
22	Mr Aaron Buckley, Student Nominee from 1/06/2019 to 31/05/2020								✓	X	X

2.4 Governing Body Expenses

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

Schedule of Fees

Interview: €300 per day

Expenses: per Department of Finance

Governing Body Expenses for the academic year 2018/19 (1/9/2018 to 31/8/2019)

Member	Travel Expenses	Interview Costs	Total Costs
Mr Bernard Allen	€100.33	€13,200.00	€13,300.33
Mr Eoin Deane	€105.69		€105.69
Cllr Mary Hegarty	€2,876.54	€11,400.00	€14,276.54
Cllr Patrick Gerard Murphy	€132.58	-	€132.58
Ms Katherine Walshe	€509.72	-	€509.72
TOTAL	€3,724.86	€24,600.00	€28,324.86

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

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

The Audit & Risk Sub-Committee met on 6 occasions during the academic year 2018-19.

The following is the membership of the Sub-Committee:

- Mr Bernard Allen, Chair
- Ms Maura Fitzgibbon
- Mr Declan O'Leary
- Mr Cilian Ó Súilleabháin

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

2.6 Institute Executive Board (IEB)

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

The composition of the Institute Executive Board is as follows:

Dr Barry O'Connor, President

Dr Orla Flynn, Vice President for External Affairs

Dr Pio Fenton, Chair, Heads of Department Group

Mr Paul Gallagher, Vice President for Finance & Administration

Dr Joe Harrington, Faculty of Engineering & Science Executive Nominee

Ms Aiveen Kearney, Faculty of Business & Humanities Executive Nominee

Mr Tadhg Leane, Head of Strategic Development

Mr Michael Loftus, Head of Faculty of Engineering & Science

Prof. Hugh McGlynn, CIT MTU Project Director

Dr Áine Ní Shé, Registrar & Vice President for Academic Affairs

Mr Gerard O'Donovan, Head of Faculty of Business & Humanities

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

2.7 Institute Senior Staff

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

President

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

Institute Executive Board

Vice President for External Affairs
 Vice President for Finance & Administration
 Head of Strategic Development
 Head of Faculty of Engineering & Science
 CIT MTU Project Director
 Registrar & Vice President for Academic Affairs (Acting)
 Head of Faculty of Business & Humanities
 Chair, Heads of Department Group
 Faculty of Engineering & Science Executive Nominee

 Faculty of Business & Humanities Executive Nominee

Dr Orla Flynn, MSc, MA, MICS, MIDI
 Mr Paul Gallagher, MSc, FCMA
 Mr Tadhg Leane, BA, MSc
 Mr Michael Loftus, BE, MEngSc, MICS
 Prof. Hugh McGlynn, BSc, PhD, FHEA
 Dr Áine Ní Shé, BEd, MA, PhD, LRSM, LTCL
 Mr Gerard O'Donovan, BComm, MBA, MMII, MICS
 Dr Pío Fenton, BSc, PhD
 Dr Joseph Harrington, BE, MS, PhD, CEng, FIEI,
 EurIng, PE
 Ms Aiveen Kearney, MA, BMus, HDE, ATCL

FACULTY OF ENGINEERING & SCIENCE

Head of Faculty

Mr Michael Loftus, BE, MEngSc, MICS

School of Building & Civil Engineering

Head of School

Head of Department of Architecture
 Head of Department of Civil, Structural &
 Environmental Engineering
 Head of Department of Construction

Dr Joseph Harrington, BE, MS, PhD, CEng, FIEI, EurIng,
 PE
 Ms Katherine Keane, BSc in Arch, MArch, ARIAI
 Mr Desmond Walsh, BE, MSc, DIC, CEng, MIEI,
 MICE
 Dr Daniel Cahill, MSc, PhD, MRICS

School of Mechanical, Electrical & Process Engineering

Head of School

Head of Department of Electrical & Electronic Engineering

 Head of Department of Mechanical, Biomedical &
 Manufacturing Engineering
 Head of Department of Process, Energy & Transport
 Engineering
 Head of Centre of Craft Studies

Dr Matt Cotterell, BE, MED, CMfgE, MIEI,
 AMIMechE, PhD
 Dr Joe Connell, BSc (Eng), MSc (Eng), PhD, CEng,
 FIEI, MIEEE
 Prof. Gerard Kelly, BE, MEngSc, PhD

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

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

School of Science & Informatics

Head of School
 Head of Department of Biological Sciences
 Head of Department of Computer Science (Acting)
 Head of Department of Mathematics (Acting)
 Head of Department of Physical Sciences (Acting)

Mr Tim Horgan, BTech, MSc
 Dr Brendan O'Connell, BSc, PhD
 Dr Donna O'Shea, BSc, MEng, PhD
 Dr David Goulding, BSc, MSc, PhD
 Dr Donagh O'Mahony, BSc, PhD

NIMBUS Research Centre

Head of Centre (Acting)

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

NMCI

Head

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

Head of Department of Maritime Studies
Head of NMCI Services

Capt. Sinéad Reen, Master Mariner
Mr James O'Byrne, Class 1 Certificate of Competency
Motor (Chief Engineer)

FACULTY OF BUSINESS & HUMANITIES

Head of Faculty

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

School of Business

Head of School (Acting)
Head of Department of Accounting & Information Systems

Dr Breda Kenny, PhD, MBS, MMII Grad, BBS
Dr Claire O'Sullivan Rochford BComm, MBS,
PGDTLHE, FCA, Dip IFRS, PhD

Head of Department of Management & Enterprise
Head of Department of Marketing & International Business
Head of Department of Organisation & Professional Development

Ms Caroline O'Reilly, BComm, MBus
Dr Pio Fenton, BSc, PhD
Mr Don Crowley, BBus, GDE(B), Grad. Dip IT

School of Humanities

Head of School
Head of Department of Applied Social Studies

Prof. Margaret Linehan, BBus, MBus, PhD
Dr Catherine Molyneaux, BA, MSc, DGov,
PgCHEP, FHEA

Head of Department of Sport, Leisure & Childhood Studies
Head of Department of Tourism & Hospitality

Dr Cian O'Neill, BSc, PhD
Dr Noel Murray, BBS, HDipEd, MBS, PhD

CIT CCAD

Head of School
Head of Department of Arts in Health & Education (Acting)
Head of Department of Fine Art & Applied Art
Head of Department of Media Communications

Ms Catherine Fehily, MA, BA
Ms Louise Foott, MA, PGCE, PG Dip, BA
Ms Trish Brennan, MA, BA
Ms Rose McGrath, MA, Dip Ed, BDes

CIT CSM

Head of School
Head of Department of Keyboard Studies

Head of Department of Musicianship & Academic Studies

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

Ms Aiveen Kearney, MA, BMus, HDE, ATCL
Dr Gabriela Mayer, DMA, MMus, BMus, Dip
Berlin Hochschule
Ms Maria Judge, BMus, Dip Kodály Intézet
Hungary
Ms Joan Scannell, MA, BMus, DipCSM, LTCL
Mr John O'Connor, MA, BMus, HDE, FTCL, LRSM

OTHER SENIOR ACADEMIC POSITIONS

Office of the Registrar & Vice President for Academic Affairs

Dean of Academic Quality Enhancement and Acting Dean of
Graduate Studies

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

Head of Academic Affairs, School of Graduate Studies

Vacant

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

Ms Marèse Bermingham, BComm, HDipEd,
HDipGC, MIGC

Office of the Vice President for External Affairs

Head, CIT Extended Campus
Academic Faculty Representative, Faculty of
Engineering & Science

Prof. Irene Sheridan, BE, MEngSc, PhD
Mr Daithí Fallon, BE, MEngSc, CEng, MIEI, CQE

Head of Research

Dr Niall Smith, BSc, PhD

Office of the Head of Strategic Development

Head of Department of Technology Enhanced Learning

Dr Gearóid Ó Súilleabháin, BA, MSc (Econ), MA,
PhD**Central Services Managers**

Finance Manager

Human Resources Manager

Academic Administration & Student Affairs Manager

Building & Estates Manager

IT Manager

Industry Liaison Manager

Ms Ellen Crowley, BSc, ACA, MA

Ms Deirdre Casey, Dip HR, FCIPD, MII

Dr Dan Collins, MEd, BA, BD, PhD

Mr Kevin McCarthy, MSc, CEng, MIEI

Mr Jonathan McCarthy, BSc, MA, PostgradDip

Ms Josette O'Mullane, BComm, ACMA

Librarian

Ms Jean Ricken BA, MLSI



CIT CCAD 46 Grand Parade, Cork

3. Academic & Student Affairs

Cork Institute of Technology

- 3.1 Academic Council Membership
- 3.2 Academic Council Executive Committee Membership
- 3.3 Academic Council Committees
- 3.4 Academic Development
- 3.5 Approved Courses – Full-Time that operated in 2018/2019
- 3.6 Fáilte Ireland and Craft Approved Courses that operated in 2018/2019
- 3.7 Approved Courses – Part-Time that operated in 2018/2019
- 3.8 Validating Authorities
- 3.9 External Examiners
- 3.10 Student Statistics
- 3.11 Student and Graduate Prizes & Achievements
- 3.12 Student Ombudsman
- 3.13 Access Service Report

3.1 Academic Council Membership

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

The Academic Council met on eight occasions during the period 1 September 2018 to 31 August 2019 as follows:

Friday, 5 October 2018	Wednesday, 13 March 2019
Friday, 9 November 2018	Friday, 12 April 2019
Wednesday, 19 December 2018	Wednesday, 15 May 2019
Wednesday, 6 February 2019	Friday, 14 June 2019

PRESIDENT

Barry O'Connor

SENIOR ACADEMIC STAFF

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

Niall Smith	Head of Research
Noel Murray	Head of Department of Tourism & Hospitality
Pio Fenton	Head of Department of Marketing & International Business
Rose McGrath	Head of Department of Media Communications
Sinéad Reen	Head of Department of Maritime Studies, NMCI
Tim Horgan	Head of School of Science & Informatics
Trish Brennan	Head of Department of Fine Art & Applied Art, CIT CCAD

SENIOR EXECUTIVE

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

EX-OFFICIO STAFF

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

STUDENT REPRESENTATIVES

VACANT	Representative of CIT CCAD, CIT CSM and NMCI
Aryana Collins-Jackson	Postgraduate Student Representative
Aaron Buckley	President of CIT Students' Union
Stephanie Kelly	Education Vice President of CIT Students' Union
Aisling O'Mahony	Education Vice President of CIT Students' Union
Osama Shammary	Undergraduate Student Representative

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

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

Susan Rea
 Ted McKenna
 Ted Scully
 Vincent Ryan
 William Doherty

NIMBUS Research Centre
 Civil, Structural & Environmental Engineering
 Computer Science
 Computer Science
 Physical Sciences

Faculty of Business & Humanities

Angela Wright
 Ann-Marie O'Donoghue
 Carmel Buttimer
 Catherine Murphy
 Christopher Mamo
 Colette Murphy
 Con Burns
 Conor Kelleher
 Edward Coughlan
 Gail Cotter Buckley
 George Murphy
 Róisín Lane
 Sarah Culhane

Organisation & Professional Development
 Organisation & Professional Development
 Accounting & Information Systems
 Accounting & Information Systems
 Applied Social Studies
 Marketing & International Business
 Sport, Leisure & Childhood Studies
 Marketing & International Business
 Sport, Leisure & Childhood Studies
 Tourism & Hospitality
 Accounting & Information Systems
 Applied Social Studies
 Accounting & Information Systems

CIT CSM

Fiona Hickey
 Michael Joyce
 Hugh McCarthy
 Karl Rooney

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

CIT CCAD

Albert Walsh
 Frank O'Donovan

Arts & Health Education
 Media Communications

NMCI

Dermot O'Reilly
 Jane O'Keeffe
 Stephen Walsh

NMCI
 NMCI
 NMCI

3.2 Academic Council Executive Committee Membership

The composition of the Academic Council Executive Committee is

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

The functions of the Executive Committee are:

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

Meetings of the Academic Council Executive Committee

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

3.3 Academic Council Committees

The Academic Council approved the formation of the following committees:

Academic Planning & Review Committee

Dr Mary Moloney (Chairperson)

Admissions Committee

Mr Don Crowley (Chairperson)

Learning Resources Committee

Ms Marèse Bermingham (Chairperson)

Regulations Committee

Dr Marett Brennan (Acting Chairperson)

Research & Innovation Committee

Dr Seán Lacey (Chairperson)

Standing Orders Committee

Ms Eva Juhl (Chairperson)

3.4 Academic Development

External Reviews

During the 2018/19 academic year, the programmatic review for the School of Building and Civil Engineering was completed. The School consists of three Departments, namely, Civil, Structural and Environmental Engineering, Architecture, and Construction. As part of this process, programmes within the Schools were categorised into coherent streams with each stream being reviewed by a panel of national and international experts drawn from academia and industry. Panel recommendations were considered and implemented over the course of the academic year.

New Programme Development

The Institute continued to develop and diversify its programme portfolio during the academic year. In the Creative and Performance Arts, the Institute approved two Bachelor of Arts honours degrees in Photography with New Media, and Musical Theatre. In response to a government initiative in respect of cognitive apprenticeship programmes, the Institute validated a number of programmes in the Science and Engineering areas. These included the Higher Certificate in Science Laboratory Technician, Higher Certificate in Science in Logistics, and the Bachelor of Science in Engineering Services Management. These were developed in consortia with partners such as Technological University Dublin and Galway-Mayo Institute of Technology.

It is notable that the academic portfolio at Level 9 on the National Framework of Qualifications continues to grow with postgraduate programmes in engineering and business being validated. The two engineering masters programmes are the first integrated masters programmes to be validated in the Institute. These programmes comprise 300 ECTS and require five years of study. Learners enrol in a Honours Bachelor of Engineering programme and may opt to transfer to the equivalent Masters programme after completing three years of study. These programmes are designed to meet the education standard for Chartered Engineer.

Undergraduate Awards

Higher Certificate in Science in Environmental Science and Sustainable Technology; Bachelor of Science in Environmental Science and Sustainable Technology; Higher Certificate in Science Laboratory Technician, Higher Certificate in Science in Logistics; Bachelor of Science in Engineering Services Management; Bachelor of Arts (Honours) in Photography with New Media; Bachelor of Arts (Honours) in Musical Theatre; Bachelor of Science (Honours) in Automotive Business Management and Technology; Bachelor of Science (Honours) in Building Information Modelling and Management.

Postgraduate Awards

Master of Engineering in Mechanical Engineering; Master of Engineering in Biomedical Engineering; Master of Science in Applied Accounting.

Special Purpose Awards

Certificate in Supervisory Management; Certificate in Professional Pastry Techniques; Diploma in International Business & Culture; Certificate in Fundamentals of Operational Excellence; Certificate in Intelligent Manufacturing Systems.

Academic Policies

During the year, the Institute developed and/or reviewed a range of academic policies and codes. These included policies and procedures for Exit and Embedded Awards in Taught Degree Programmes; the operation of the programme approval process; Annual Programme Status Review; and Recognition of Prior Learning.

3.5 Approved Courses – Full-Time that operated in 2018/19

FACULTY OF ENGINEERING & SCIENCE

SCHOOL OF BUILDING & CIVIL ENGINEERING

Department of Architecture

Level 7

Bachelor of Science in Architectural Technology – Years 1, 2 and 3
 Bachelor of Science in Interior Architecture – Years 1, 2 and 3

Level 8

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

Level 9

Master of Architecture (Taught) – Year 5
 Master of Architecture (Research) - Year 5

Department of Civil, Structural & Environmental Engineering

Level 7

Bachelor of Engineering in Civil Engineering – Years 1, 2 and 3
 Bachelor of Engineering in Environmental Engineering – Years 1, 2 and 3

Level 8

Bachelor of Engineering (Hons) in Structural Engineering – Years 1, 2, 3 and 4
 Bachelor of Engineering (Hons) in Engineering (Common Entry) – Year 1

Level 9

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

Department of Construction

Level 7

Bachelor of Science in Construction – Years 1 and 2
 Bachelor of Science in Construction Management – Year 3
 Bachelor of Science in Quantity Surveying – Year 3

Level 8

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

SCHOOL OF MECHANICAL, ELECTRICAL & PROCESS ENGINEERING

Department of Mechanical, Biomedical & Manufacturing Engineering

Level 7

Bachelor of Engineering in Biomedical Engineering – Years 1, 2 and 3
 Bachelor of Engineering in Mechanical Engineering – Years 1, 2 and 3

Level 8

Bachelor of Science (Hons) in Advanced Manufacturing Technology – Year 4
 Bachelor of Science (Hons) in Process Plant Technology – Year 4
 Bachelor of Engineering (Hons) in Biomedical Engineering – Years 1, 2, 3 and 4
 Bachelor of Engineering (Hons) in Mechanical Engineering – Years 1, 2, 3 and 4

Level 9

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

Level 10

Doctor of Philosophy – Year 6

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

Higher Certificate in Science in Good Manufacturing Practice & Technology – Year 2

Level 7

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

Bachelor of Engineering in Building Services Engineering – Year 3

Level 8

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

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

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

Level 10

Doctor of Philosophy – Year 6

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

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

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

Level 8

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

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

Level 9

Master of Engineering (Research) – Year 5

Level 10

Doctor of Philosophy – Year 6

Centre of Craft Studies**Level 7**

Bachelor of Science in Craft Technology (Mechanical Services) – Year 3

Bachelor of Science in Craft Technology (Wood) with Business – Year 3

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

Bachelor of Science in Applied Biosciences with Biotechnology – Year 3

Bachelor of Science in Applied Biosciences – Years 1 and 2

Level 8

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

Bachelor of Science (Hons) Common Entry – Years 1 and 2

Diploma (Special Purpose Award) in Clinical Laboratory Practice

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

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

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

Bachelor of Science (Hons) in Agri-Biosciences – Year 3

Level 9

Master of Science (Research) – Year 5

Level 10

Doctor of Philosophy – Year 6

Department of Computer Science**Level 7**

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

Level 8

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

Level 9

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

Level 10

Doctor of Philosophy – Year 6

Department of Mathematics**Level 8**

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

Level 9

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

Department of Physical Sciences**Level 7**

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

Level 8

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

Level 10

Doctor of Philosophy – Year 6

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

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

Level 8

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

Department of Management & Enterprise**Level 6**

Higher Certificate in Business – Years 1 and 2

Level 7

Bachelor of Business – Years 1, 2 and 3

Level 8

Bachelor of Business (Hons) – Year 4

Level 9

Master of Business (Research) – Year 5

Level 10

Doctor of Philosophy – Year 6

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

Bachelor of Business in Marketing – Year 3

Level 8

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

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

Level 9

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

Master of Business (Research) – Year 5

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

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

Level 10

Doctor of Philosophy – Year 6

Department of Organisation & Professional Development**Level 7**

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

Level 8

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

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

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

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

Level 8

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

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

Bachelor of Arts in Early Years Education – Year 3

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

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

Level 8

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

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

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

Level 9

Master of Arts (Research) – Year 5

Master of Science (Research) – Year 5

Department of Tourism and Hospitality**Level 6**

Higher Certificate in Arts in Culinary Studies – Years 1 and 2
 Higher Certificate in Arts in Hospitality Studies – Years 1 and 2

Level 7

Bachelor of Business in Bar Management – Years 1, 2 and 3
 Bachelor of Business in Culinary Arts – Years 1, 2 and 3
 Bachelor of Business in Hospitality Management – Years 1, 2 and 3
 Bachelor of Business in Tourism – Years 1, 2 and 3

Level 8

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

Level 9

Master of Business (Research) – Year 5

NMCI**Level 7**

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

Level 8

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

CIT CSM**Level 8**

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

Level 9

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

CIT CCAD**Department of Fine Art and Applied Art****Level 8**

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

Level 9

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

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

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

Department of Media Communications**Level 8**

Bachelor of Arts (Hons) in Creative Digital Media – Years 1, 2, 3 and 4
 Bachelor of Arts (Hons) in Visual Communications – Years 1, 2, 3 and 4

Level 9

Master of Arts (Taught) – Year 5

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

Master of Arts in Journalism and Digital Content Creation (Taught) – Year 5

3.6 Fáilte Ireland and Craft Approved Courses that operated in 2018/19

FACULTY OF BUSINESS & HUMANITIES

SCHOOL OF HUMANITIES

Department of Tourism & Hospitality

Level 6

Fáilte Ireland FETAC Certificate in Professional Cookery

FACULTY OF ENGINEERING & SCIENCE

Centre of Craft Studies

National Craft Certificate – Construction Plant Fitting

National Craft Certificate – Electrical

National Craft Certificate – Fitting & Turning

National Craft Certificate – Motor Mechanics

National Craft Certificate – Pipefitting

National Craft Certificate – Plastering

National Craft Certificate – Plumbing

National Craft Certificate – Refrigeration

National Craft Certificate – Welding & Fabrication

National Craft Certificate – Carpentry & Joinery

3.7 Approved Courses – Part-Time that operated in 2018/19

FACULTY OF ENGINEERING & SCIENCE

SCHOOL OF BUILDING & CIVIL ENGINEERING

Department of Architecture

Level 7

Bachelor of Science in Interior Architecture – Year 3

Department of Civil, Structural & Environmental Engineering

Level 7

Bachelor of Engineering in Civil Engineering – Year 3

Certificate (Special Purpose Award) in Building Information Modelling

Single Subject Certification (Special Purpose Award) in Digital Land Surveying & GPS

Level 8

Single Subject Certificate (Special Purpose Award) in Building Regulatory Engineering

Single Subject Certification (Special Purpose Award) in Civil Engineering Modules

Level 9

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

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

Postgraduate Diploma in Engineering in Civil Engineering (Environment & Energy)

Postgraduate Diploma in Engineering in Structural Engineering

Department of Construction

Level 7

Bachelor of Science in Construction – Year 1

Bachelor of Science in Construction Management – Year 3

Level 9

Master of Science in Construction Project Management – Year 5

SCHOOL OF MECHANICAL, ELECTRICAL & PROCESS ENGINEERING

Department of Mechanical, Biomedical & Manufacturing Engineering

Level 6

Certificate (Special Purpose Award) in 3D CAD and Solid Modelling

Certificate (Special Purpose Award) in Mechanical Science

Certificate (Special Purpose Award) Lean Sigma Yellow Belt for Operations and Services

Society of Manufacturing Engineers Certificate Certified Manufacturing Engineer

Higher Certificate in Engineering (Apprenticeship) Manufacturing Engineering – Years 1 and 2

Level 7

Bachelor of Engineering (Apprenticeship) in Manufacturing Engineering – Year 1 and 2

Bachelor of Engineering in Mechanical Engineering – Year 3

Certificate (Special Purpose Award) in Automation and Control Systems

Certificate (Special Purpose Award) in Biomedical Device Manufacture

Certificate (Special Purpose Award) Lean Sigma Green Belt

Single Subject Certificate (Special Purpose Award)

Level 8

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

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

Certificate (Special Purpose Award) in Project Management

Certificate (Special Purpose Award) Lean Sigma Master Black Belt

Certificate (Special Purpose Award) Lean Sigma Black Belt

Level 9

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

Level 10

Doctor of Philosophy – Year 6

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

Certificate (Special Purpose Award) in Biotechnological Manufacturing Operations

Certificate (Special Purpose Award) in Cleanroom Manufacturing Practices

Single Subject Certification (Special Purpose Award) in Process, Energy and Transport Modules

Level 7

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

Certificate (Special Purpose Award) in Biopharmaceutical Processing – Year 1

Certificate (Special Purpose Award) in Brewing and Distilling Operations

Single Subject Certification (Special Purpose Award)

Single Subject Certification (Special Purpose Award) in Validation Science

Level 8

Certificate (Special Purpose Award) in Biopharmaceutical Supply Chain Management

Certificate (Special Purpose Award) in Chemical Process Safety

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

Bachelor of Engineering in Electronic Engineering - Years 1 and 3

Level 8

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

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

Level 10

Doctor of Philosophy – Year 6

Centre of Craft Studies**Level 7**

Single Subject Certificate (Special Purpose Award) in Craft Studies Modules

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

Master of Science (Research) – Year 5

Level 10

Doctor of Philosophy – Year 6

Department of Computer Science**Level 6**

Higher Certificate in Science in Computing – Years 1 and 2

CISCO Certified Network Associate (CCNA)

Level 7

Bachelor of Science in Computing – Year 3

Bachelor of Science in Information Technology – Year 3

Level 8

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

Higher Diploma in Science in Cloud Computing

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

Level 9

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

Level 10

Doctor of Philosophy - Year 6

Department of Mathematics**Level 8**

Higher Diploma in Science in Data Science & Analytics

Department of Physical Sciences**Level 6**

Certificate (Special Purpose Award) in Quality Assurance
 Higher Certificate in Science in Industrial Measurement & Control

Level 7

Bachelor of Science in Applied Physics & Instrumentation – Year 3
 Excellence Ireland Quality Association (EIQA) Diploma in Quality Management – Parts 1 and 2

Level 8

Bachelor of Science (Hons) in Analytical Chemistry with Quality Assurance – Year 2
 Bachelor of Science (Hons) in Applied Physics and Instrumentation – Year 4
 Bachelor of Science (Hons) in Instrument Engineering – Year 4
 Certificate (Special Purpose Award) in Advanced Industrial Automation

NMCI**Department of Maritime Studies****Level 7**

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

Level 8

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

Level 9

Certificate (Special Purpose Award) in Senior Command Operations

Professional Training

Certificate of Competency in Marine Engineering - Second Engineer Officer/Chief Engineer Officer
 Master Deck Refresher Course (Special Purpose Award) Deck Refresher Course

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

Bachelor of Business in Accounting – Year 3
 Bachelor of Science in Horticulture – Year 1

Level 8

Bachelor of Business (Hons) in Accounting – Years 3 and 4
 Certificate (Special Purpose Award) in Capital Markets

Department of Management & Enterprise**Level 6**

Higher Certificate in Business – Years 1 and 2

Level 7

Bachelor of Business in Management – Years 2 and 3

Bachelor of Business – Year 2

Level 8

Bachelor of Business (Hons) – Year 4

Level 10

Doctor of Philosophy – Year 6

Department of Marketing & International Business**Level 8**

Certificate (Special Purpose Award) in Digital Marketing

Higher Diploma in Business Sales Management

Bachelor of Arts (Hons) in International Business & Aviation – Year 3

Certificate (Special Purpose Award) in Sales Strategy & Techniques

Level 9

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

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

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

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

Certificate (Special Purpose Award) in Introductory Book-Keeping and Accounting

CIMA Certificate in Business Accounting

Diploma in Accounting & Business

Accounting Technician Accounting and Information Skills – Years 1 and 2

Certificate (Special Purpose Award) in Supervisory Management

Level 7

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

Bachelor of Business in Business Administration – Year 1

Level 8

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

Certificate (Special Purpose Award) in Leadership Development

Certified Public Accountant Certified Public Accountants – Years 2, 3 and 4

Level 9

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

Master of Business in Business (Taught) - Year 5

Master of Business (Research) – Year 6

Master of Business Administration Strategy (Taught) – Year 5

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

Certificate (Special Purpose Award) in Counselling Skills – Year 1

Higher Certificate in Arts in Counselling Skills – Year 2

Level 7

Bachelor of Arts in Social Care – Years 1 and 2

Bachelor of Arts in Community Development – Year 1

Level 8

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

Level 9

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

Department of Tourism & Hospitality Studies**Level 6**

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

Level 7

Bachelor of Arts in Culinary Arts - Year 3
 Bachelor of Business in Hospitality Management - Years 1 and 3
 Single Subject Certification (Special Purpose Award) in Tourism Modules
 Bachelor of Business in Tourism – Year 2
 Bachelor of Arts (Apprenticeship) Culinary Arts – Years 1 and 3

Level 8

Single Subject Certification (Special Purpose Award) in Tourism Modules
 Bachelor of Business (Hons) in Tourism – Year 1

CIT CCAD**Part-Time Courses**

Advanced Ceramics
 Drawing & Painting
 Portfolio Preparation

Department of Fine Art and Applied Art**Level 6**

Single Subject Certification (Special Purpose Award) in Arts Modules

Level 7

Single Subject Certification (Special Purpose Award) in Arts Modules

Level 8

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

Level 9

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

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

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

Level 9

Certificate (Special Purpose Award) in Creativity and Change
 Master of Arts in Art Therapy (Taught) – Year 5

Department of Media Communications**Level 8**

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

Level 9

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

CIT CSM**Part-Time**

Piano
 Organ
 Harpsichord
 Chamber Music
 Piano Ensemble
 Jazz Piano
 Organ Keyboard Skills
 Violin
 Suzuki Violin
 Viola
 Cello
 Double Bass
 Orchestra
 Guitar
 Junior Guitar Ensemble
 Harp
 Recorder
 Flute
 Oboe
 Clarinet
 Bassoon
 Saxophone
 Horn

Trumpet
 Trombone
 Euphonium/Tuba
 Percussion
 Flute/Band Ensemble
 Youth Music Project
 Singing
 Opera Studio
 Speech (Individual)
 Speech Therapy
 Drama
 Wind Ensemble
 Concert Band
 Jazz Big Band
 Junior Bands
 Percussion Ensemble
 Technique C
 Café Flute Ensemble
 Horn Ensemble
 Irish Trad Group
 Vocal Support Studies
 Musicianship
 Choir

Level 8

Bachelor of Arts (Hons) in Popular Music – Year 2

Level 9

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

Master of Arts in Music (Taught) - Year 5

TEACHING & LEARNING UNIT

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

Single Subject Certification (Special Purpose Award) Teaching & Learning Modules Level 9 – Year 5

3.8 Validating Authorities

Quality & Qualifications Ireland

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

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

Professional Bodies

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

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

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

Government of Ireland - Department of Education & Skills**Apprentices**

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

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

Further Education

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

3.9 External Examiners

FACULTY OF BUSINESS & HUMANITIES

SCHOOL OF BUSINESS

Dr Ali Nazarpour

- Bachelor of Business in Management
- Higher Certificate in Business
- Bachelor of Business
- Bachelor of Business in Marketing
- Bachelor of Business (Hons) in Marketing
- Bachelor of Business in Business Administration
- Bachelor of Business (Hons) in Business Administration
- Bachelor of Business (Hons) in International Business with Language
- Bachelor of Business (Hons) in Accounting
- Bachelor of Arts in Human Resource Management

Dr Amr Arisha

- Bachelor of Business (Hons) in Marketing
- Bachelor of Business (Hons) in International Business with Language
- Bachelor of Business in Marketing
- Master of Science in International Business
- Master of Science in Marketing Practice
- Bachelor of Business (Hons) in Business
- Bachelor of Business in Management
- Bachelor of Science in Agriculture
- Bachelor of Business (Hons) in Information Systems

Ms Angela Hamouda

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

Ms Anne Tynan

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

Dr Barry Nevin

- French Modules

Dr Catherine Spencer

- German Modules

Dr Claire Buckley

- Italian Module

Dr Christine Cross

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

Dr Daire Hooper

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

Mr Darrin Taylor

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

Dr Deirdre Fleming

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

Dr Denis Dennehy

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

Ms Emma Dillane

- Bachelor of Business in Business Administration
- Bachelor of Business in Business Management
- Bachelor of Business in Management (AE)
- Bachelor of Business in Accounting (ACCS)
- Bachelor of Business (Hons) in Accounting

Mr Eoghan Sadlier

- Bachelor of Business in Business Administration

Dr Etain Kidney

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

Dr Gerard Corkery

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

Mr John Casey

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

Dr Juliet MacMahon

- Master of Arts in Human Resource Management

Dr Tara Frawley

- Master of Business in Marketing
- Bachelor of Business in Marketing
- Bachelor of Business (Hons)
- Bachelor of Business
- Higher Certificate in Business
- Bachelor of Business (Hons) in Marketing
- Master of Business
- Bachelor of Business in Management
- Bachelor of Business (Hons) in Information Systems
- Bachelor of Science (Hons) in Agriculture
- Bachelor of Science in Agriculture
- Bachelor of Science (Hons) in Horticulture
- Bachelor of Business (Hons) in International Business with Language
- Bachelor of Business (Hons) in Business Administration
- Bachelor of Business in Business Administration
- Bachelor of Arts (Hons) in International Business with Aviation Studies
- Bachelor of Business (Hons) in Accounting
- Bachelor of Business in Accounting

Dr Gabriela Gliga

- Bachelor of Business (Hons) in International Business with Language
- Bachelor of Business (Hons) in Information Systems
- Bachelor of Business in Agriculture
- Bachelor of Business in Administration
- Master of Arts in Global Business Practice
- Bachelor of Arts (Hons) in International Business with Aviation Studies
- Bachelor of Business (Hons) in Marketing
- Master of Science in International Business
- Bachelor of Business in Marketing

Dr Marian Crowley-Henry

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

Dr Mary Kinahan

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

Dr Mick Rock

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

Dr Noel Harvey

- Master of Arts in Human Resource Management

Ms Norita O'Donoghue

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

Dr Olga Ryazanova

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

Mr Owen Ross

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

Mr Patrick Ryan

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

Mr Patrick Raftery

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

Ms Patricia Martyn

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

Prof. Philip Dix

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

Dr Rachel Hillard

- Bachelor of Business in Management
- Higher Certificate in Business
- Bachelor of Business
- Bachelor of Business (Hons)
- Bachelor of Business in Marketing
- Bachelor of Business (Hons) in Accounting
- Bachelor of Business (Hons) in International Business with Language
- Bachelor of Business in Business Administration
- Bachelor of Business (Hons) in Business Administration
- Higher Certificate in Hospitality Studies
- Bachelor of Business (Hons) in Information Systems
- Bachelor of Business (Hons) in Accounting

Mr Seán O'Reilly

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

Dr Seana Ryan

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

Dr Susan Leahy

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

Dr TJ McDonald

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

SCHOOL OF HUMANITIES

Ms Caitríona Delaney

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

Ms Cathy Daly

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

Mr Diarmuid Cawley

- Higher Certificate in Arts in Culinary Studies
- Advanced Certificate in Professional Cookery (FETAC)

Dr Elizabeth Kiely

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

Ms Finola Twomey

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

Ms Frances McGettigan

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

Mr Jim O'Meara

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

Mr John Carty

- Bachelor of Business in Hospitality Management

Dr John McNamara

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

Mrs Linda McKiernan

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

Ms Lisa O'Rourke Scott

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

Dr Lisha O'Sullivan

- Master of Arts in Play Therapy

Dr Margaret Curtin

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

Dr Maria Dempsey

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

Mr Martin F. Kenneally

- Bachelor of Arts (Hons) in Social Care

Mr Michael Tobin

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

Ms Oonagh Roantree

- One Year Certificate in Counselling Skills
- Higher Certificate in Counselling Skills

Mr Patrick Ryan

- Bachelor of Business in Recreation and Leisure Management

Dr Rachel Hillard

- Bachelor of Business (Hons) in Sport and Exercise

Mr Ray Cullen

- Higher Certificate in Hospitality Studies

Mr Ronan Doyle

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

Ms Roisín O'Sullivan

- Bachelor of Business in Beverage Industry Management

Mr Seán O'Reilly

- Bachelor of Business in Recreation and Leisure Management

Dr Sharon Phelan

- Bachelor of Arts in Social Care

Dr Sinéad Conneely

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

Ms Sinéad McCarthy

- Bachelor of Business in Hospitality Management

Mr Stephen Lee

- Bachelor of Arts in Culinary Arts (Apprenticeship)

Ms Susan Barnes

- Bachelor of Arts in Social Care

Dr Tara Frawley

- Bachelor of Business in Recreation and Leisure

Mr TJ O'Connor

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

Mr Tom Geary

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

CIT CCAD

Dr Áine Philips

- Bachelor of Arts (Hons) in Fine Art

Ms Breda Lynch

- Master of Arts in Art & Process

Dr Brian Fay

- Bachelor of Arts (Hons) in Fine Art

Dr Con Kennedy

- Bachelor of Arts (Hons) in Visual Communications

Dr Connell Vaughan

- Bachelor of Arts (Hons) in Visual Communications

Ms Eimear O'Brien

- Master of Arts in Public Relations with New Media

Dr Fergal Quinn

- Master of Arts in Journalism and Digital Content Creation

Dr Glenn Loughran

- Certificate (SPA) in Creativity and Change
- Certificate (SPA) in Group Arts Facilitation

Mr Hugh McCabe

- Bachelor of Arts (Hons) in Creative Digital Media

Dr Jane Tynan

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

Dr Janek Dubowski

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

Mr Juan Miguel Marino Camarasa

- Bachelor of Arts (Hons) in Creative Digital Media

Mr Ritchie Ryan

- Bachelor of Arts (Hons) in Visual Communications

Dr Sarah Smith

- Master of Arts in Art Process

Dr Tina Kinsella

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

Mr Tom O'Mara

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

Mr Tony Magner

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

CIT CSM

Mr Adam Taylor

- Bachelor of Arts (Hons) in Popular Music

Mr Barra Vernon

- Master of Arts (Taught)
- Master of Science in Music and Technology

Mr David Brophy

- Master of Arts (Taught)

Dr Ed Bennett

- Master of Arts (Taught)
- Master of Science in Music and Technology

Prof. Elizabeth Csibi

- Bachelor of Music (Hons)

Mr Gavin Murphy

- Bachelor of Arts (Hons) in Popular Music

Mr Gavin Kostick

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

Mr James Wright

- Master of Science in Music & Technology

Ms Kate McCarthy

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

Dr Linley Hamilton

- Bachelor of Arts (Hons) in Popular Music

Dr Mary Lennon

- Master of Arts in Music (Taught)

Dr Roisín Blunnie

- Bachelor of Music (Hons)

Mr Shane Callanan

- Master of Science in Music & Technology

FACULTY OF ENGINEERING & SCIENCE

SCHOOL OF BUILDING & CIVIL ENGINEERING

Mr Barry Williams

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

Mr Brian McKeown

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

Ms Catherine O'Keeffe Prunty

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

Dr Dermot Kehily

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

Mr Diarmuid Hurley

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

Dr Eamon McKeogh

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

Mr James G. Mansfield

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

Mr John Kirby

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

Mr John McDonald

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

Dr Katherine Cashell

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

Mr Kieran Thornton

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

Ms Margaret Attridge

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

Ms Maria McVeigh

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

Mr Martin Taggart

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

Dr Niall Holmes

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

Mr Pat Gill

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

SCHOOL OF MECHANICAL, ELECTRICAL & PROCESS ENGINEERING

Mr Albert Byrne

- Bachelor of Science in Craft Technology - Mechanical Services
- Certificate in Maintenance Technology Fundamentals
- Certificate in Equipment Maintenance Fundamentals

Dr Ali Nazarpour

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

Mr Andrew Hickey

- Bachelor of Engineering in Mechanical Engineering
- Certificate in Mechanical Engineering Science
- Certificate in 3D CAD and Solid Modelling

Mr Cathal O'Connor

- Bachelor of Engineering (Hons) in Advanced Manufacturing Technology

- Bachelor of Engineering (Hons) in Process Plant Technology

Mr Cian Long

- Certificate in Lean Sigma Green Belt
- Certificate in Lean Sigma Black Belt

Dr David Mulligan

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

Mr David Halloran

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

Prof. David A. Hoey

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

Mr David Tracey

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

Mr Declan Allen

- Certificate in Biopharmaceutical Supply Chain Management

Mr Declan Sheridan

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

Mr Eamon Judge

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

Ms Emma Dillane

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

Mr Eric Bergin

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

Mr Ger O'Leary

- Bachelor of Science in Craft Technology - Mechanical Services
- Certificate in Maintenance Technology Fundamentals
- Certificate in Equipment Maintenance Fundamentals

Prof. Graham Heaslip

- Certificate in Biopharmaceutical Supply Chain Management

Mr Ian Foley

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

Mr James Wright

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

Mr John Kelly

- Bachelor of Engineering (Hons) in Mechanical Engineering

Mr Joseph Portley

- Certificate in Project Management

Dr Kevin Delaney

- Bachelor of Engineering in Mechanical Engineering

Mr Liam Cotter

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

Dr Martin Pitt

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

Mr Michael Beasley

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

Mr Michael O'Brien

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

Prof. Nicholas J. Dunne

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

Dr Noel Mulligan

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

- Certificate in Cleanroom Manufacturing Practices
- Certificate in the Science of Biotechnological Manufacturing Operations

Dr Olga Ryazanova

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

Mr Paul Mitchell

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

Ms Roisín Murray

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

Mr Shane Callanan

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

Dr Tara Frawley

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

SCHOOL OF SCIENCE & INFORMATICS

Dr Adrienne Fleming

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

Dr Brien Nolan

- Module for Mathematics

Dr Chris Exton

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

Dr Daniel Kelly

- Master of Science in Software Development

Dr Eibhlís O'Connor

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

Dr Elaine Duggan

- Bachelor of Science in Applied Biosciences & Biotechnology

Mr Gareth Roe

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

- Certificate in Applied Physics & Instrumentation

Mr Gary Clynch

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

Prof. Gregory O'Hare

- Bachelor of Science (Hons) in Computer Science

Dr Ian McLoughlin

- Master of Science in Artificial Intelligence

Dr James Egan

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

Dr James Cruickshank

- Mathematics Modules

Dr Jan Guerin

- Bachelor of Science (Hons) in Biomedical Science

Dr Katrina Domijan

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

Dr Merissa Moriarty

- Bachelor of Science in Analytical Chemistry with Quality Assurance

Prof. Michael Brady

- Bachelor of Science (Hons) in Software Development

Dr Michael Geary

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

Dr Nhien-An Le-Khac

- Master of Science in Information Security

Dr Niall Fitzgerald

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

Prof. Nora O'Brien

- Bachelor of Science in Food & Healthcare

Dr Oliver Power

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

Dr Patrick Kiely

- Bachelor of Science (Hons) in Pharmaceutical Biotechnology

Prof. Philip Dix

- Bachelor of Science (Hons) in Herbal Science

Ms Sinéad Carey

- Diploma in Clinical Lab Practice

NMCI

Mr Bernard O'Sullivan

- Bachelor of Arts in Leadership, Management & Naval Studies

Mr Declan Allen

- Bachelor of Business in Supply Chain and Transport Management

Capt. Declan Black

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

Mr Denis Burns

- Higher Certificate in Arts in Leadership, Management and Naval Studies

Mr Emmett Ryan

- Bachelor of Engineering in Marine Electrotechnology

Prof. Graham Heaslip

- Bachelor of Business in Supply Chain and Transport Management

Mr Henry Kingston

- Bachelor of Engineering in Marine Engineering

Mr John Meskell

- Bachelor of Engineering in Marine Electro-Technology

Capt. Pádraig Condon

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

Capt. Raja Maitra

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

Mr Ronan Boyle

- Certificate in Senior Command Operations

Mr Thomas David Taylor

- Bachelor of Engineering in Marine Engineering

SCHOOL OF GRADUATE STUDIES

Dr Brendan Jennings

- Structured Doctoral Programme

TEACHING & LEARNING UNIT

Prof. Brian Bowe

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

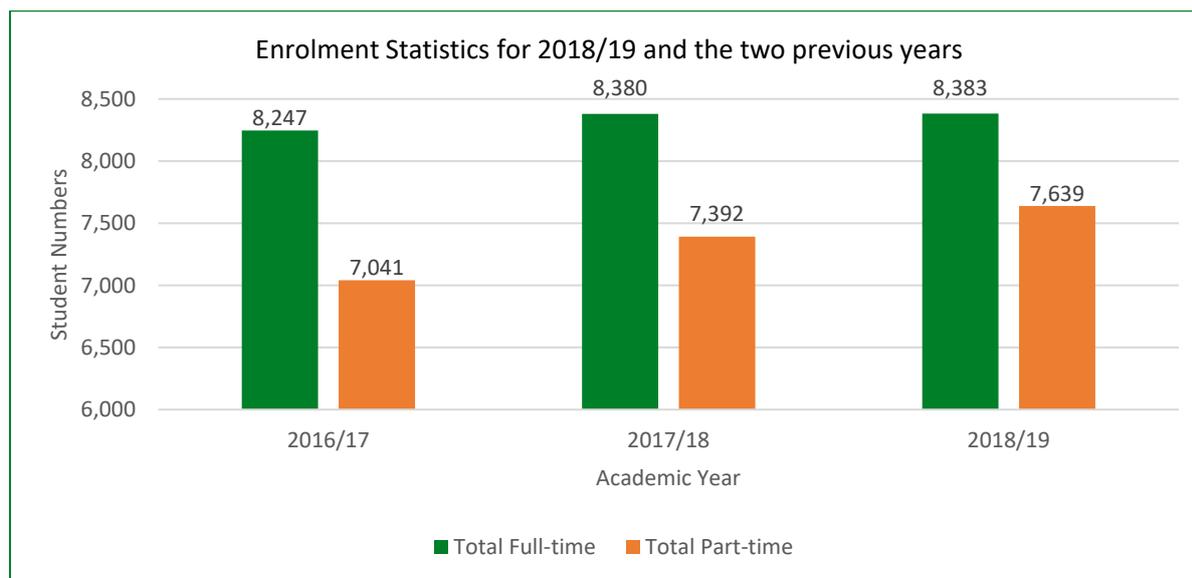
Mr Paul O'Donovan

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

3.10 Student Statistics

Enrolment Statistics for 2018/2019 and the two previous years

	2016/17	2017/18	2018/19
Total Full-time	8,247	8,380	8,383
Total Part-time	<u>7,041</u>	<u>7,392</u>	<u>7,639</u>
Overall Total	<u>15,288</u>	<u>15,772</u>	<u>16,022</u>

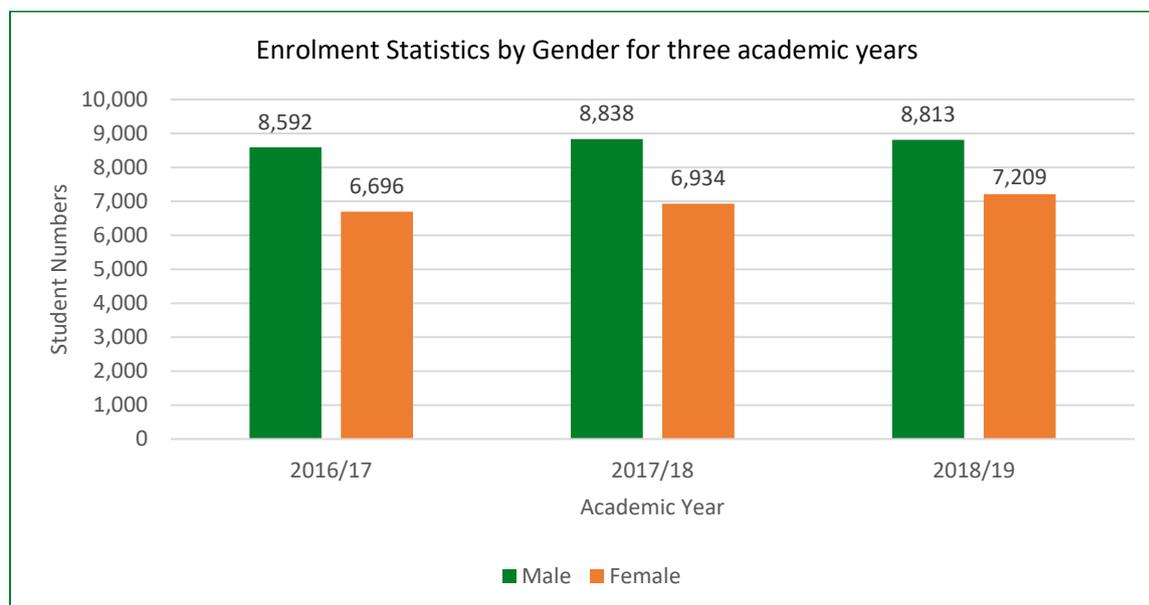


Enrolments by Gender and Attendance Mode for 2018/19

	Male	Female	Total
Full-time			
Non-mature	4,139	2,948	7,087
Mature	809	473	1,282
Total	<u>4,948</u>	<u>3,421</u>	<u>8,369</u>
Part-time			
Fáilte Ireland	12	9	21
Craft Apprentices	977	2	979
Evening Courses	2,876	3,777	6,653
Total	<u>3,865</u>	<u>3,788</u>	<u>7,653</u>
Overall Total	<u>8,813</u>	<u>7,209</u>	<u>16,022</u>

Enrolment Statistics by Gender for three academic years

	2016/17	2017/18	2018/19
Male	8,592	8,838	8,813
Female	<u>6,696</u>	<u>6,934</u>	<u>7,209</u>
Total	<u>15,288</u>	<u>15,772</u>	<u>16,022</u>

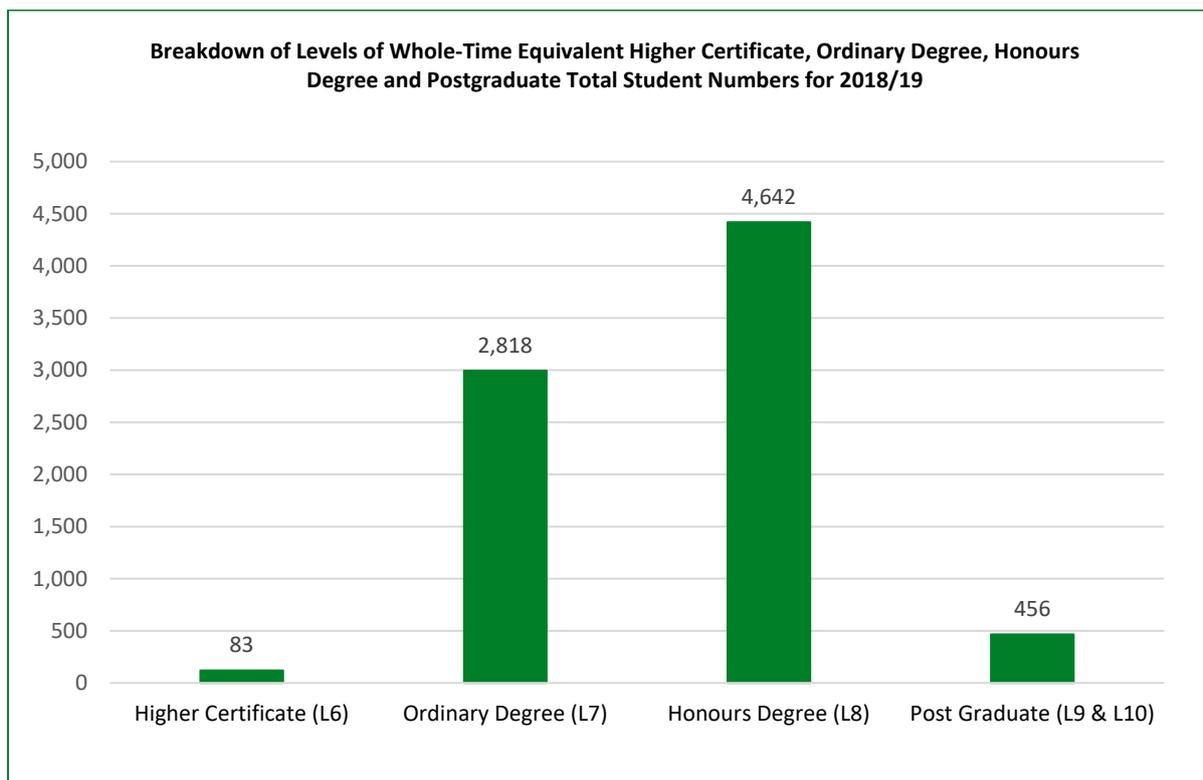


Breakdown of Whole-Time Equivalent Student Numbers - Higher Certificate, Ordinary Degree, Honours Degree and Postgraduate by Discipline for 2018/19

	Higher Certificate (L6)	Ordinary Degree (L7)	Honours Degree (L8)	Postgraduate (L9 & L10)	Totals
Agriculture and Veterinary	0	130	46	0	177
Arts & Humanities	0	21	736	123	880
Business Administration and Law	13	762	1,276	78	2,129
Education	0	24	31	36	91
Engineering, Manufacturing and Construction	1	575	977	47	1,600
Health and Welfare	0	468	458	0	926
Information and Communication Technologies	0	139	363	70	572
Natural Sciences, Mathematics and Statistics	0	125	615	97	837
Sciences, Mathematics and Computing	0	0	0	0	0
Services	69	575	138	5	787
Social Sciences, Business and Law	0	0	0	0	0
Social Sciences, Journalism and Information	0	0	0	0	0
TOTAL	83	2,818	4,642	456	7,999

Breakdown of Levels of Whole-Time Equivalent Higher Certificate, Ordinary Degree, Honours Degree and Postgraduate Total Student Numbers for 2018/19

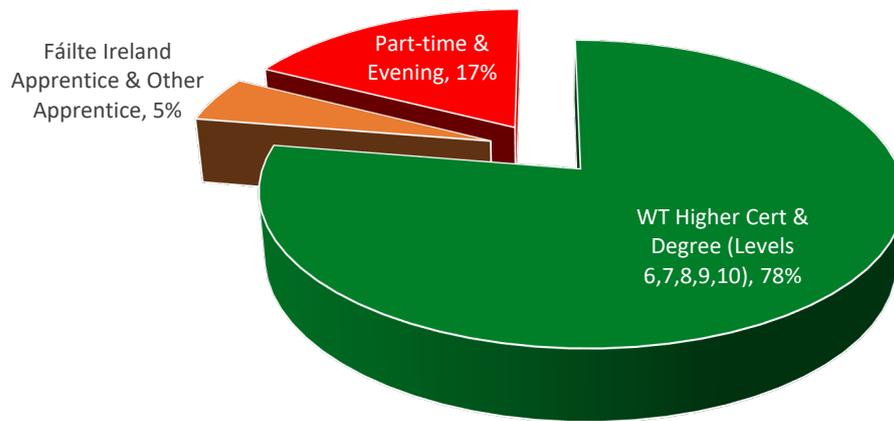
	Higher Certificate (L6)	Ordinary Degree (L7)	Honours Degree (L8)	Postgraduate (L9 & L10)
TOTAL	83	2,818	4,642	456



Student Whole-Time Equivalent Percentage Distribution – Cork Institute of Technology for 2018/19

	Actual	WTE
WT Higher Cert & Degree (Levels 6,7,8,9,10)	8,383	8003.833
Fáilte Ireland Apprentice	24	24
Other Apprentice	979	489.5
Part-time & Evening	6,636	1798.16
Total	16,022	10,315

**Student WTE Percentage Distribution -
Cork Institute of Technology for 2018/19**



3.11 Student and Graduate Prizes & Achievements

Congratulations were extended to the following:

- On 5 September 2018, Yvonne O’Byrne, PhD student in the Department of Biological Sciences, was awarded the August 2018 Southside & District Sports Award.
- On 20 September 2018, two graduating students, Sarah Diviney and Sue Dolan, BA (Hons) in Fine Art, were selected to exhibit at the RDS Visual Art Awards.
- Kevin Jansson, a piano student of Mary Beattie at CIT CSM won the Frank Maher Classical Music Awards on 8 Oct 2018.
- Ross O’Connor (BSc in Automotive Technology & Management Year 3) and Rachel O’Mahony (BSc (Hons) in Pharmaceutical Biotechnology Year 4), represented Ireland at the World Powerlifting Championships in Virginia, USA between 11 - 14 October 2018. Both were crowned champions in their weight categories in the “Strict Curl” event.
- Undergraduate team StrydeTech won 2nd Place Award in the Global Health Category of the University Startup World Cup Finals 2018 in Copenhagen on 12 October. StrydeTech was represented by Muireann Hickey, final year Biomedical Engineering student, and Kevin Hayes, final year Mechanical Engineering student.
- On 13 October 2018 in the Irish Freemasons Hall, Dublin, CIT CSM student Ellen Jansson was awarded 2nd prize and a bursary. CIT CSM student Séamus Hickey was awarded a bursary and also the John Vallery Memorial Prize for the best performance by a string player as well as the Florian Leonhard Fine Instrument Grant which entitled him to the loan of a fine instrument from Florian Leonhard in London for one year.
- Kevin Jansson, piano student of Mary Beattie at CIT CSM, won the first prize in the First Edition of Jeune Chopin – International Youth Piano Competition held in Martigny, Switzerland on 17 October 2018.
- The professional achievements of Mary Good, Vice President of Global Manufacturing at PepsiCo Global Concentrate Solutions (PGCS), were recognised by the Faculty of Engineering & Science. An analytical chemistry graduate from the Faculty, she was selected to receive the Faculty’s STEM Graduate Achievement Award on 25 October 2018.
- On 1 November 2018, the CIT Lee Fields Medal Maths Challenge winners were announced:
Damien Murphy, 2nd Year Software Development, First prize
Shane O’Sullivan, HDip Data Science and Analytics, Second prize
Paschal Mullins, 1st Year Mechanical Engineering, Best First Year
Patrick O’Donoghue, 1st Year Mechanical Engineering, Honourable Mention
Conor McKeown, 2nd Year Industrial Physics, Honourable Mention
- Undergraduate team StrydeTech, represented by Muireann Hickey, final year Biomedical Engineering student and Kevin Hayes, final year Mechanical Engineering student competed in the National Finals Engineers Ireland Innovative Student Engineer of the Year 2018 and won 1st Place and the coveted Irish Innovative Student Engineer of the Year 2018 Trophy which was presented at the prestigious Engineers Ireland Excellence Awards on 9 November 2018. CIT Student Team WristLab won the National Finalist Awards of Excellence 2018 Award.
- At the annual Engineers Ireland Excellence Awards on 9 November 2018, StrydeTech comprising Kevin Hayes, Muireann Hickey, Cian O’Leary and Jonathan Mullane won the Siemens ‘Innovative Student Engineer of the Year Award’. The 20th anniversary of the first graduate cohort from the BEng (Hons) in Structural Engineering Programme was celebrated. The Engineers Ireland Awards Ceremony illustrated the impact that the programme and its graduates has had on the Engineering Profession and Engineering Practice in Ireland and internationally. The following graduates of the programme were nominated for awards:
 - Liam Coleman (BEng Hons 2002) won the Best Presentation of the Year Award for his paper on Structures Asset Management on Auckland’s Motorways. Liam is Principal Bridge Engineer with the New Zealand Transport Agency.
 - Ross O’Donovan (BEng Hons 2000; MEng 2014) was primarily responsible for the National Famine Commemoration Sod Cabin Project (UCC) nominated under the Heritage and Conservation Award Category. Ross is with the Buildings & Estates Office in UCC.
 - Niall O’Brien (BEng Hons 2006) was on the Site Engineer Team for Glan Agua who were part of the Consortium that won the Engineering Project of the Year Award for the Kerry Central Regional Water Supply Scheme.

- Other graduates involved in teams nominated for awards on the night included:
Stephen Finn (BEng Hons 2011; MEng 2012) of the Office of Public Works
Daniel Coleman (BEng Hons 2011; MEng 2012) of Roughan & O'Donovan.
- Ireland's sole representative at Dubai Design Week, multidisciplinary student team MacGlas exhibited at the 2018 Dubai Design Week Global Grad Show on 12 and 13 November 2018.
- Ciaran McGregor, a 2nd Year student in Culinary Studies, was awarded a Silver medal at the annual European Association of Hotel & Tourism Schools (AEHT) competition in Leeuwarden, the Netherlands on 16 November 2018.
- The Men's Basketball team was crowned Fresher Intervarsity Champions on 18 November 2018 at the NBCC Tournament in Limerick.
- BSc in Nautical Science Year 3 student, Tahlia Britton, received the Intel "Women in Technology" Award which was presented at the Intel Women in Technology Presentation Evening on 20 November 2018.
- Kevin Jansson won the prestigious Flax Music Award at the Grand Final which took place in Belfast on 20 November 2018.
- Maria Dolera Perez and Ayuka Morosawa, 3rd Year students in Interior Architecture were awarded Commended and Highly Commended awards at the 2018 Walls To Workstations and Orangebox Design Competition on 23 November 2018.
- Undergraduate Team StrydeTech were the 1st Place National Award Winners 2018 in the Institute of Designers in Ireland Product Design Medical Devices Category held in IADT Dun Laoghaire on 6 December 2018.
- On 12 December 2018, Alison Murphy, BEng (Hons) student in Structural Engineering, received the 2018 Arup Trust Structural Engineering Scholarship, which is awarded annually to a first-year student registered on the Structural Engineering Programme.
- On 20 December 2018, the following students won awards at the Institute of Designers in Ireland Annual Graduate Design Awards held in the NCAD Gallery in Dublin:
 - Michael Fitton, graduate of Interior Architecture at the Architecture Factory, Best Interior Graduate in Ireland 2018
 - Aoife Ryan, graduate of Interior Architecture at the Architecture Factory, Ove Arup Award
 - Alannah Calvert, BA (Hons) in Visual Communications, Brand Identity – Le Chéile
 - Alannah Calvert, BA (Hons) in Visual Communications, Use of Illustration in Design – Galzine
 - Monika Szynekiewicz, BA (Hons) in Visual Communications, Use of Illustration in Design – Mocking Obstacles
- Adam Walsh, 1st Year Construction Management, and David Walsh, 2nd Year Information Systems, won the Double Senior Men's Open at the 67th USHA National Collegiate Handball Championships held at the University of Minnesota, USA on 24 February 2019.
- MSc in Business students Kieran Stanton, Niall Lynch, and Kieran Moynihan collaborated with Cork City Centre Forum and Cork City Council on Europe's First Customer Service Charter for Business under the supervision of Dr Angela Wright and facilitated by Don Crowley, Head of the Department of Organisation and Professional Development. The Customer Service Charter was launched on 5 March 2019.
- CIT CSM's postgraduate Master-In-Performance student Aoife Blake and Traditional Music Lecturer Ciara O'Leary-Fitzpatrick performed for President Higgins in a special International Women's Day event at Áras an Uachtaráin on 8 March 2019.
- The Sailing Club won 3rd Place in the 2019 Port of Los Angeles Harbor Cup regatta. The team comprised members from both the CIT Sailing Club and NMCI Sailing Club.
- The Australian Rules Football (AFL) club won the Irish Universities Competition on 13 March 2019.
- The professional achievements of three Alumni were acknowledged at the Faculty of Business & Humanities Alumni Awards evening on 21 March 2019. The Alumni were Anne O'Leary, CEO of Vodafone Ireland, Donncha O'Callaghan, former Munster and Irish Rugby Player, and UNICEF Ambassador, Eilís O'Connell, Award Winning Artist. Each was presented with an award made by CIT CCAD graduate Luke Sisk.
- The first recipients of the McKesson Women in IT Scholarship scheme received their scholarships on 22 March 2019: Ciara Hynes, 2nd Year, BSc (Hons) in Software Development,

Emma Brennan, 1st Year, BSc (Hons) in Software Development
Sinéad Hegarty, 3rd Year, BSc (Hons) in Software Development

- Graham Doyle, student, MEng in Structural Engineering, won Best Paper at #CERC2019 in Hochschule Darmstadt, Germany on 29 March 2019.
- Gary Ward, 2nd Year Business student, represented CIT in the R&A Foundation Scholars Golf Tournament in St Andrews, Scotland between 1 - 2 April 2019.
- The annual Marketing Institute of Ireland Student Challenge competition organised by the Department of Marketing & International Business in conjunction with Cork Airport, was won by Bachelor of Business (Hons) in Marketing, Year 4 students Joanne Hegener and Claire Smith on 2 April 2019.
- The Sailing Team won the two-day Student Keelboat Nationals at Howth Yacht Club on 2 April 2019. The team comprised Ewan O’Keeffe, Structural Engineering 4, Mark Murphy, Business 1, Morgan Knight, Nautical Science 1, Harry Durcan, Business 1, and Grattan Roberts, Mechanical Engineering 2. Harry Durcan (Business 1) was awarded ‘Afloat Sailor of the Month’.
- The President presented the CIT Rísam Scholarships 2018 at a ceremony on 3 April 2019 in the Council Room. The Rísam initiative was developed by the School of Graduate Studies as part of an ongoing commitment to Doctor of Philosophy Education and Research. The scholarships are a full scholarship covering fees, a monthly stipend and some other relevant expenses. The recipients are engaged in multifaceted research in the general public health field. The following is a list of the awarded PhD Scholarships:

Recipient	Department	Title and Research Proposal
Amy Roche	Biological Sciences	High Coherence Swept Source Laser for Optical Imaging
Ellen Twomey	Biological Sciences	Isolation and characterisation of soil-derived bacteria with antimicrobial activity against antibiotic resistant pathogens
Eunice Olaniyan	Biological Sciences	Optimal protein for optimal Aging
Shane Whelan	Biological Sciences	Control of biofilm formation in clinical infection and during bioremediation in terrestrial and simulated extra-terrestrial environments
Daniel Keaney	Biological Sciences	Development of a Molecular Toolkit for the Production of Designer Bacteria for Extra-terrestrial Bioremediation Applications
Maeve O’Connell	Biological Sciences	AIMS: Actions against Infirmary and Malnutrition in Seniors

- The Australian Football Club won the Cork Colleges Cup Final on 3 April 2019.
- On 3 April 2019, Culinary student Danay Berhane and Vincent Bigioni of Institut Paul Bocuse won 1st place in Dairy Chef 2019 in Paris. This competition is organised by the French Embassy in Ireland, in partnership with the CFA Médéric in Paris, the National Dairy Council, and the Centre national interprofessionnel de l’économie laitière.
- Two Alumni from CIT CCAD, Nuala O’Donovan and Sara Flynn won Golden Fleece awards on 4 April 2019 in acknowledgement of their achievements in ceramics.
- 9 CIT Projects were short-listed for the Enterprise Ireland Student Entrepreneur National Awards 2019:
 - TunicTM (1st Year Mechanical Engineering)
 - Baby AlertTM (multidisciplinary Innovative Product Development Laboratories)
 - Calyak CoatsTM (multidisciplinary Innovative Product Development Laboratories)
 - SeptalignTM (multidisciplinary Innovative Product Development Laboratories)
 - Hazardless MedicalTM (multidisciplinary Innovative Product Development Laboratories)
 - StomAssureTM (multidisciplinary Innovative Product Development Laboratories)
 - Rapid ReleaseTM (multidisciplinary Innovative Product Development Laboratories)
 - SEAEPIRBTM Atlantic Advancements Co (multidisciplinary Innovative Product Development Laboratories)
 - SOS Sense of SafetyTM (multidisciplinary Innovative Product Development Laboratories)
- Films produced by Creative Digital Media students Joe Nason (Year 4) and Emily Power (Year 3) were included in the shortlist for the 2nd International Student Documentary Film Festival ‘Story?’ which was hosted in CIT. At the finale night on 5 April 2019, the ‘Best of Cork’ award was presented to Joe Nason. The MA in Public Relations with New Media students organised the festival in collaboration with CIT’s Arts Office.

- 1st year Social Care student Karina Lavery finished in 1st place in the 90kg category in the Irish Drug Free Powerlifting Association (IDFPA) Push Pull Competition on 6 April 2019.
- Jennifer Murray, Information Systems 3rd Year, coached Ballincollig Gymnastic Club's Rebel Acro group who were finalists in 'Ireland's Got Talent' TV show
- CIT Victory Scholar Patricia Byrne won an All Star at the 2019 Basketball Intervarsity competition which was held at the National Indoor Arena in Blanchardstown on 7 April 2019.
- Chris Walley, CIT CSM Alumnus, won the Olivier Award for Best Actor in a Supporting Role for his role as Davey in The Lieutenant of Inishmore on 7 April 2019.
- CIT's Students' Union hosted the Union Council Awards on 10 April 2019 and presented the following class representatives with Certificates of Merit:
 - Niamh Cronin, Business Studies - 1st Year.
 - Eimear Devane, Marketing – 2nd Year.
 - Colm Healy, Social Care – 2nd Year.
 - Konrad Im, Community Development – 2nd Year.
 - Matthew Kenneally, Marine Engineering – 1st Year.
 - Jack Milne, Business Administration – 4th Year.
 CIT's Presidential Citation was awarded to Nuttawud 'Zack' Nutchanat, Business Administration - 2nd Year.
- BioPharma Engineering presented the Chemical and Biopharmaceutical Engineering Third Year Student of the Year award to Wen Ning Ching on 11 April 2019, who demonstrated outstanding academic achievements during the year 2017-2018. The award was presented to Wen Ning at the 2019 Cork Mechanical, Manufacturing and Biomedical Engineering Exhibition Award Ceremony.
- At the Board of Irish College Societies (BICS) awards held in Athlone on 11 April 2019, CIT LGBT* received the Best Society Civic/Charity and Nuttawud 'Zack' Nutchanat was recognised as Best Individual for his significant voluntary contribution to CIT and student life.
- CIT's International Student Ambassadors were honoured at the Education in Ireland Student Ambassadors & Government of Ireland Scholars Awards Ceremony held in the Royal College of Physicians, Dublin on 18 April 2019.
- 17 CIT students were selected for the first ever Universities International Australian Rules Football test match which took place at the National Sports Campus in Dublin against Great Britain's National University League All Stars on 20 April 2019. The students were: Jerry Cronin, Lee Elston, Tadhg Fitzgerald, Oisín Fitzpatrick, Paul Geary, Oisín Griffin, Conall Kane, Ian O'Callaghan, James O'Shea, Darren O'Sullivan, Eoin O'Sullivan (Captain), Tristan Brock, Jack Hayes, Gary Hartnett, Chris Keegan, Shane O'Callaghan, and Paul Murphy.
- Gráinne Ní Luasa, CIT CSM student of Mary Beattie and Louise Sullivan, CIT CSM student of Seán Clinch, performed at the 3rd Annual Rising Stars Concert at University Concert Hall, Limerick on 25 April 2019.
- The CIT Sports Awards took place in the Tourism & Hospitality Building on 29 April 2019. Guest speakers included former Irish rugby player Denis Fogarty and 'Alumni Achievement Award' winner, and five times All-Ireland football medal winner Aidan O'Mahony. The award winners were:
 - Grattan Roberts, Sailing
 - Gary Ward, Golf
 - James Lester, Badminton
 - Tom Willcock, Rockclimbing
 - Jerry Cronin, AFL
 - David Murray, Basketball
 - Ross O'Connor, Powerlifting
 - David & Adam Walsh, Handball
 - Harry Durcan, Sailing
 - David Kenny, Athletics
 - Katie Walsh, Athletics
 - Clodagh Walsh, Fresher of the Year, Athletics
 - Rachel O'Mahony, Supreme Achievement Award, Powerlifting
 - Cian O'Neill, International Achievement Award, Wheelchair Athletics
 - Aidan O'Mahony, Alumni Achievement Award
 - AFL Club, Most Improved Club
 - Powerlifting Club, Rísam Uile

- Sailing Club, Club of the Year
- Patricia Byrne & Justus Melton, Victory Scholars
- CIT's Sailing Club was presented with the 'Southside & District' Sports Award for April, in recognition of its podium finish in the Port of Los Angeles Harbor Cup, as well as being crowned Yachting National Champions. The victorious teams led by captain Grattan Roberts included Harry Durcan, Ewan O'Keeffe, Mark Murphy, Morgan McKnight, Ronan Cournane, Scott O'Sullivan, Anna McCarthy, Georgia Keating, and Jack Stoot.
- CIT welcomed one of its high achieving former students and one of Ireland's leading entrepreneurs, Dr Noel Kelly, Anam CEO, from the Class of 1967, on 2 May 2019, to share his insights on entrepreneurship with students.
- Student Alumni Ambassadors received their Certificate of Completion for their participation in the Student Alumni Ambassador Programme 2018-2019 on 9 May 2019.
- CIT CSM alumna Fiona Shaw won a British Academy Film Television Award for Best Supporting Actress (BAFTA) on 12 May 2019.
- Emma Brennan, BSc (Hons) in Software Development Year 2, won an Internship with a US data centre management company, Park Place Technologies in Boston, Massachusetts. The STEM competition was hosted by Park Place Technologies in partnership with I Wish (Inspiring Women In STEM) on 13 May 2019.
- 2nd Year Mechanical Engineering student David Kenny was selected by Athletics Ireland for the European Racewalking Cup in Alytus, Lithuania.
- Three CIT teams (from over 1,000 entries) were short-listed into the Top 10 of the 2019 Enterprise Ireland Student Entrepreneur National Finals on 16 May 2019. The projects Baby Alert, Hazardless Medical, and StomAssure came from the multidisciplinary Innovative Product Development Laboratories Initiative and were supervised by CIT staff members Paul Keane, Hugh O'Donnell, Lisa Murphy, and Scott McGowan.
- Sara Ryan, vocalist and recipient of the Faculty of Business and Humanities Postgraduate Scholarship 2019, gave a performance on 17 May 2019 titled 'Where Inspiration Grows' at the Stack Theatre.
- NIMBUS Centre PhD researcher Yasantha Chamara, was one of 8 finalists that were chosen for the Researchfest Competition, part of Inspirefest, a two-day festival exploring the future of science, technology and creativity.
- The multidisciplinary StrydeTech student team won the Enterprise Ireland Universal Design Commercialisation 2019 Award on 23 May 2019.
- MSc in Digital Marketing Strategy students Keith Brown, Emma Gannon, and Anna Horan teamed up with Aperture Media to create a video promoting the Cork Cancer Care Centre's Blankets of Hope programme.
- The Enterprise Ireland Student Entrepreneur Finals Award Ceremony was hosted in CIT on 6 and 7 June 2019. The project StomAssure won the Most Technologically Innovative Product Award. Projects BabyAlert and Hazardless Medical won Entrepreneur Excellence Awards.
- Darren Barrett, an Information Systems graduate, was named as one of The Sunday Business Post's "The Rising Stars of Irish Tech 30 under 30" on 13 June 2019.
- At the WAKO World Kickboxing Cup in Italy which took place between 14 – 17 June 2019, Dalton O'Shaughnessy (Applied Bioscience Year 3) won Gold and Bronze medals and Adam O'Connell (Sport & Exercise Year 4) won a Bronze medal.
- CIT CSM student Kevin Jansson was awarded the 2019 RDS Music Bursary on 17 June 2019. In addition to the bursary, he received a professional engagement with the RTÉ National Symphony Orchestra as well as a professional engagement with Irish Heritage in London.
- Cathal Kenneally, BSc (Hons) in Software Development undergraduate, received the Best Undergraduate Student Project Award from IBM on 25 June 2019.
- BIS 2nd Year Student and CIT Sports Bursary recipient for Handball, David Walsh, won the USHA Men's A Title in the Four Wall Nationals in California on 3 July 2019. He also won the All-Ireland Junior Handball Doubles title with Jamie O'Donnell.
- Michelle Barry, Business Studies Year 3 and Sports Scholarship recipient, was selected for the Irish Hockey U-21 team.

- Cork's U-20 Footballers won the All-Ireland Final on 7 August 2019. The following students, graduates and staff were involved in the team:
Cork fé 20 Footballers:
 - Damien Gore, Business Year 1 & Kilmacabea
 - Michael Mahoney, Sustainable Energy Year 1 & Knocknagree
 - Rory McGuire, BIS Year 1 & Castlehaven
 - Paul Ring, Common Entry Engineering Year 1 & Aghaballoogue
 - Josh O'Keeffe, Biomedical Engineering Year 1 & Newmarket
 - Mark Hodnett, BIS Year 1 & Rosscarbery
 - Daniel O'Connell, Quantity Surveying Year 1 & Kanturk

- Cork fé 20 Football Management:
 - Keith Ricken, Bainisteoir
 - Maurice Moore, Recreation & Leisure 1999 & Bachelor of Business 2000, Coach
 - Colm O'Neill, BSc in Construction Management 2010 & Sigerson Cup Winner with CIT in 2009, Selector
 - Pat Spratt of Buttevant, Coach of CIT's All Ireland winning Fresher A Football team of 2010/11 and selector with CIT Fitzgibbon, Camogie and County Championship Sides from 2009 – 2015, Selector
 - Dr Con Burns, Senior Lecturer in Sport, Leisure & Childhood Studies and member of CIT Student GAA Club, Strength & Conditioning Coach
 - Kevin Smith, MSc (Research) student in the Department of Sport, Leisure & Childhood Studies, Overseeing the GPS Statistics & Data Analysis,
 - Brian Walsh, BSc in Analytic Chemistry with Quality Assurance 1999, Coordinating Match & Video Analysis.

- WorldSkills Ireland won a total of 4 Gold Medals, 1 Bronze and 7 Medallions at the Skills Olympics in Kazan, Russia (22 – 27 August 2019). Patrick Twomey, Construction Metal Work, and Jack O'Donnell, Plumbing and Heating Systems both received Medallions of Excellence.

- The StrydeTech Team was awarded 1st Place and Gold Medal at the Global Student Innovation Challenge held in Australia between 26 – 29 August 2019.

3.12 Student Ombudsman

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

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

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

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

Appointment of Student Ombudsman

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

- Mr Paul Sliney, retired member of the academic staff appointed from 24/9/2010 to 31/1/2012.
- Mr Kevin Kelly, retired member of the academic staff appointed from 1/2/2012 to 31/1/2013.
- Mr John P. Murphy, retired member of the academic staff appointed from 1/2/2013 to 31/8/2018.
- Mr Jim Walsh, retired member of the academic staff appointed on 1/11/2018.

3.13 Access Service Report

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

The Access Service provides a range of supports for student groups who are under-represented at third level. We support students with disabilities, mature students, Further Education award holders, students who experience socio-economic disadvantage and members of minority ethnic groups.

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

Programme for Access to Higher Education (PATH) Funding

The Programme for Access to Higher Education (PATH) was announced by the Department of Education and Skills after the start of this academic year. It is a targeted funding scheme established to support implementation of the National Plan for Equity of Access to Higher Education 2015-2019. The National Access Plan contains a number of targets to increase participation by specific categories of students. Target groups include entrants from under-represented socio-economic groups and communities; entrants with disabilities; mature entrants; members of the Irish Traveller community; students entering on the basis of a further education award; and part-time flexible learners.

The Access Officer and the Disability Officer were engaged in the submission for the PATH Funding. Funding was sought by Regional Cluster South involving CIT, UCC, IT Tralee, WIT and IT Carlow (UCC being the lead institution). The Cluster secured PATH 2 funding (1916 Bursaries) for 35 student bursaries (7 per HEI), and PATH 3 funding to deliver the SOAR project.

Consistent with the vision, goals and target groups in the National Access Plan, the objective of the 1916 Bursary Fund is to encourage participation and success in higher education by students from sections of society significantly under-represented in the student body availing of higher education. The Fund will complement existing student supports and access initiatives available for students who are most economically disadvantaged. Seven bursaries per year are made available to CIT. Considerable time and effort went into the administration of this fund. Applications were assessed and seven students were identified for support.

The SOAR project (PATH 3) has three key strands; Travellers in Education, Enabling Transitions, and Connecting Communities Connecting Curriculum. The SOAR project commenced in September 2018 and aims to develop community-embedded and culturally sensitive models for increasing educational aspiration and achievement. One of the key outcomes of the SOAR project is the development of Cluster structures that will enable the sharing of best practice across institutions resulting in synergies in the development of new initiatives.

In 2019, the PATH funding allowed CIT appoint two new staff to work on target-led initiatives. Leanne McDonagh was appointed as Traveller Education Coordinator and Julie O'Donovan was appointed as Transitions Coordinator for students supported through the Disability Support Service.

€265,000 per year for three years was approved for CIT access initiatives. €420,000 over three years was approved for CIT students through the 1916 Bursary. While the funding is very beneficial in allowing the Access Service to develop programmes, the administrative workload involved in engaging with the Cluster, reporting on the fund, recruiting and maintaining staff, and managing the bursary has been significant and additional. In order to streamline activity, the Cluster decided to embed the 1916 Bursary application process into existing funding schemes and incorporated it into the Student Assistance Fund application.

Linked Schools Programme

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

CIT Access Service annually provides a range of programmes and supports for second-level Linked Schools in Cork. The Access Service supports students who experience socio-economic disadvantage in applying to higher education through a

comprehensive programme of initiatives for schools and communities under the Linked Schools Programme. The programme aims to:

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

Two Project Coordinators work with 11 schools each. The relationship with Principals, Guidance Counsellors and Home School Community Coordinators in the second-level Linked Schools has grown from strength to strength. The pre-entry programme of supports for schools include; Teacher Review Meetings, Maths Week Initiatives, Science Week Initiatives, Study Skills Saturday, Parents Information Sessions, etc.

Higher Education Access Route (HEAR)

HEAR commitments developed exponentially through the year. At the beginning of the academic year, there was considerable time spent shadowing UCC's pre-entry activity. This involved shared visits to schools and working collaboratively on presentations. As the year progressed, policy documents were developed and approved and the Access Service worked very closely with the Admissions Office on these.

Science for Life

An initiative for Access Linked Schools

The main aim of the programme is to encourage, support and motivate students to study science at junior and senior cycle level in second-level schools and to study science at third level.

During the year, the work of the Science for Life Programme was managed by Dr Sharon Lawton with support from Roisín Ormond, Access Intern, and David Hodge. Funding was approved by the Access Funding Committee to appoint David Hodge for one day per week for the duration of the academic year, to support Dr Lawton in the delivery of the Science for Life initiatives. Dr Lawton and David Hodge co-wrote a funding application to SFI and were successful in bringing in almost €300,000 to expand the VEX robotics competition.

Mature Student Programme 2018/19

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

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

Heads of Department in recent years have made significant efforts to increase the number of mature students in CIT. There are so many external factors impacting on mature study entry today. Despite a substantial number of applications from mature students, the number of acceptances for courses can be low relative to this. Increased job opportunities have had a negative impact on CIT achieving the national targets that have been set for Mature Learners. 132 mature entrants registered on a programme of study in CIT for the academic year 2018/19, a decrease of 12 from 2017/18.

CIT Disability Support Service

Overview of the Disability Support Service

The Disability Support Service (DSS) supports students who require complementary support in order to successfully access the educational curriculum in CIT. AHEAD report that in 2017/18 the numbers of students with disabilities has risen from 5.7% in 2016/17 to 6.2%. This represents an increase of 17% in the last year.

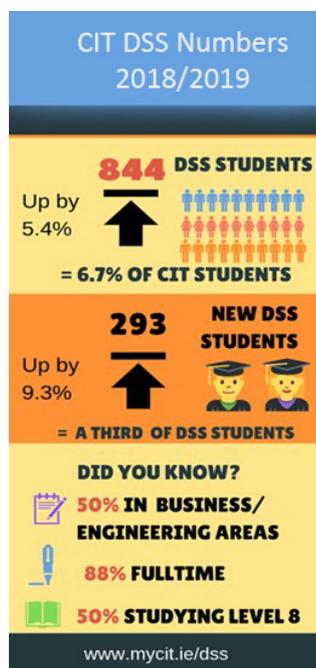
The figures above represent a positive increase and show the growth in figures in the last year. This increase has been ongoing for a number of years and this highlights the need for adequate resources to enable the DSS to support the students who are applying for reasonable accommodations/support.

The DSS has actively collaborated with several departments within CIT (e.g. Technology Enhanced Learning (TEL), Teaching & Learning Unit (TLU), Student Engagement Office (AnSEO), and CIT Careers Service) on various projects throughout the year. The DSS has made a strategic decision to collaborate more and to share expertise in the hope that this will result in a more college-wide approach to creating more inclusive and accessible curriculums. Universal design is at the core of the work of the DSS and this should also be central to how CIT develops and delivers student services and also teaching and learning.

DSS 2018/19 Statistics

It is currently estimated that students with disabilities make up 6.2% of the total higher education student population in 2017/18 (AHEAD, 2019).

DSS Student Numbers



- There was a total of 844 DSS students in 2018/19, an increase of 5.4% from 2017/18 (801 students) and an increase of 11.2% from 2016/17 (756 students).
- DSS students represent 6.7% of the total 2018/19 CIT student population (12,636).
- This is a steady increase from 6.4% in 2017/18 and 6.2% in 2016/17.
- It is also 7.7% of the CIT student population who are studying full awards.

Cohorts of DSS students

- 739 full-time students and 105 part-time students (including 66 apprentices). These included 40 mature students and 4 international/Erasmus/non-EU students.
- 97% are undergraduates.
- 60% are male and 40% are female. (It is worth noting that not all students identify with a gender (male or female). Gender here does not refer to biological sex, but the social representation to male/female attributes.)

New Students

There were 293 New DSS students in 2018/19 which is up by 9.3% from 268 New DSS students in 2017/18. These included 239 new entrants in 2018/19 which is up from 204 in 2017/18 and account for 82% of new DSS students. The rest are a mix of direct entry students, students already in CIT who have decided to apply to the DSS for supports and new postgraduates.

Each new DSS student who applies for supports receives a needs assessment. Of the vast majority (88%) of needs assessments, 223 were completed in Semester 1 and 30 were completed in Semester 2, with a few additional students due to register over the summer. These figures do not include apprentices who register at different points in the academic year.

Disability Access Route to Education (DARE) in CIT

DARE is a third-level alternative admissions scheme for school-leavers whose disabilities have had a negative impact on their second-level education. DARE offers reduced points places to school leavers who as a result of having a disability have experienced additional educational challenges in second-level education. More specific information on the DARE scheme for each year is available at www.accesscollege.ie.

CIT has been part of DARE since 2012 and it is one of the key mechanisms CIT uses to promote access to and increase the participation of students with learning differences, medical conditions and disabilities who are one of the under-represented groups in higher education.

Financial Support

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

difficulties whilst attending college. Students can apply for Student Assistance to help them with either temporary or ongoing financial difficulties. The fund allocated annually by the HEA is 40% allocated on the basis of FTEs and 60% on the basis of the number of students in the institution from target socio-economic groups (SEGs), as collected through Equal Access data collection.



Following a change to the SAF criteria, a ring-fenced allocation was granted for part-time students who were lone parents or members of other access groups, and target groups were now eligible to apply for the fund. The allocation to CIT for 2018/19 was €461,634, of which €81,683 was allocated to applicants who were part-time, lone parent or access-targeted groups.

In late January 2019, an additional allocation was made awarding CIT €17,327 for Professional Master in Education students.

In 2017/18, 410 students were supported financially. In 2018/19, 392 students were supported through SAF. 50% of the students availing of SAF financial support in 2017/18 were mature students. 39% of students availing of SAF financial support in 2018/19 were mature students. The ESF SAF is governed by the ESF and strict guidelines relating to its use are applied.

A smaller fund exists in CIT known as the Hardship 2 Fund. This fund provides support to students who, because of restrictions/ineligibility, cannot be funded out of the ESF SAF. Hardship 2 is a CIT fund and its use is governed/controlled by CIT. Students who have difficulty with the payment of fees and repeat students are predominantly the students supported through this fund. In this academic year, 48 students have been assisted through the Hardship Fund and the total amount paid was €38,774.22.

New Developments and Highlights

Tomar Trust Funding

Collaboration with the CEO of Tomar Trust took place at the beginning of the academic year. Following discussions, regarding CIT student needs and the aims of the Tomar Trust, a proposal from the Access Officer and the Registrar and VP for Academic Affairs was submitted for consideration. In December 2018, CIT received confirmation that the proposal for funding was successful and that a commitment of €200,000 would be given to CIT for student scholarships over four years. The purpose of the Funding is to support bursaries for students identified through the Access Service who are academically strong but who face financial barriers to studying, in particular vulnerable students who do not have access to other state supports and are not eligible for student support funding.

In 2018/19, one student in Direct Provision was identified for support, along with other students who were shortlisted as part of the 1916 Bursary process.

Sanctuary Scholarship

In September 2018, the CIT Access Officer was contacted by Dr Karl Kitching, Director of the Equality, Diversity and Inclusion Unit, UCC, regarding a student who had applied for a UCC Sanctuary Scholarship, but who had received a CIT offer through CAO. A case was presented to the Registrar and the student's international fees were waived. The Access Service was able to reach out to this student and provide him with the necessary personal supports. When the Tomar Trust was approved, the student was able to avail of financial support to assist with academic, subsistence and transport costs.

With the commitment from Tomar, the Access Officer engaged with Dr Kitching regarding a joint Sanctuary Scholarship application form for students who are asylum seekers. This ensures that applicants would only need to complete one application form to be considered for a scholarship in CIT or UCC. This was agreed and the two HEIs collaborated on joint Information sessions and application procedures. The support received from colleagues in UCC in setting up the Scholarship Scheme in CIT was hugely beneficial and very welcome.

City of Sanctuary Movement

City of Sanctuary holds the vision that nations will be welcoming places of safety for all and proud to offer sanctuary to people fleeing violence and persecution.

City of Sanctuary began in October 2005 in Sheffield. In September 2007, with the support of the City Council and over 70 local community organisations, Sheffield became the UK's first 'City of Sanctuary' – a city that takes pride in the welcome it offers to people in need of safety.

Cork City of Sanctuary Movement is a member of the Places of Sanctuary Ireland and it is comprised of all the stakeholders in the city which support or provide services to migrants or people of migrant origin. This includes many city agencies, organisations, community groups and particularly community representatives. Cork City has a rich community-based fabric

of organisations that have provided support and services to new communities in the last two decades. The Cork City of Sanctuary Movement has developed a very inclusive and empowering model, where we actively encourage involvement of new communities and all stakeholders in the city.

City Profile

The Cork City Profile (2018) identifies the challenges migrants, refugees and asylum seekers face in Cork and Ireland, including: racism, barriers to accessing training, education, and employment and experiencing difficulties accessing health services, in addition experiencing mental health difficulties. Cork city has a diverse mix of nationalities with 14% of the total population in 2016 being non-Irish nationals. Of these, 19% are Polish, 29% are “Rest of the World” nationalities, and 38% are other EU states.

The Cork City of Sanctuary Movement Strategic Plan of Action was launched in March 2019, the President, Dr Barry O’Connor, spoke at the event, sharing CIT’s commitment to supporting students in Direct Provision through our scholarship scheme.

Access - The Student Voice

In May 2019, a new edition of ‘Access – the Student Voice’ was launched. In this publication, students shared their personal educational journeys, highlighting the supports they availed of along the way, which has allowed them to reach academic milestones. They are all wonderful role models and it is hoped that the publication will inspire prospective students to reach their academic potential.

Cork Prison Service Programme

Collaboration with colleagues from the Cork Prison Service continued into 2018/19. Building on the success of the previous academic year, a new lecture series was delivered during Semester 2, on a wide variety of subject areas, following input from the prisoners. The lectures covered a range of different themes and were delivered voluntarily by colleagues from across all Faculties. Ten lectures in areas such as Science, Culinary Studies, Art, Engineering, etc. were provided to the prisoners and to the families supported by the Dillon’s Cross Project. There was great interest from prisoners with 75 prisoners attending some or all of the sessions. The feedback from our colleagues and from prisoners has been really positive. Promoting educational opportunities and presenting positive learning pathways as alternatives to a life of crime, can only have a positive impact. The President presented certificates to the prisoners who took part.

Discussions are underway to design a Level 6 Special Purpose Award for Prisoners in 2019/20.



CIT Blackrock Castle Observatory



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

Cork Institute of Technology

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

4.1 Research

Research Metrics

The CIT research metrics/outputs for 2018/2019 can be summarised in the following table.

Metric	Reported Number
Research Funding Projects awarded (National)	63
Research Funding Projects awarded (EU/Intl)	21
Research projects with substantial industry involvement awarded	60%
Journal Publications (peer reviewed)	126
Journal Publications (other)	34
Conference Publications (peer reviewed & other)	60
Book reviews	9
Invited presentations	26
Major Seminars, colloquia hosted	18
Large Outreach events involving public (>100 attendees)	39
Conferences chaired/hosted	11
Awards/Recognition	17
Artistic/Performance outputs	Numerous CIT CSM/CCAD

Publication Impact

The Field Weighted Citation Index for CIT researchers was 1.54 according to the Scopus database. This translates to CIT research being cited 54% more frequently than the global average for peer-reviewed publications and attests to the quality of those publications. Approximately 11% of publications had industry co-authors.

Photonics Ireland

Photonics Ireland is the premier event for photonics research in Ireland, held biannually. The 2018 event was co-hosted by CIT (CAPP) and Maynooth University, and held in Páirc Uí Chaoimh, 3-5 September 2018. 200+ attendees from 17 countries, representing 54 organisations; 3 Plenary Talks, 2 Panel Sessions, 18 Invited Talks, 50 Contributed Talks, 70+ posters, with 10 exhibitor stands from industry. See www.photonicsireland2018.ie for more info.

Centres for Research Training Update

The Science Foundation Ireland Centres for Research Training (CRT) Programme is designed to result in an additional 500 PhD graduates in Ireland. Six successful consortia were funded. The CIT-led ADVANCE CRT was funded at a scale of €13.8m over 7.5 years. The CRT will be responsible for the graduation of 120 PhDs of which 40 will be in CIT. The partners are Dublin Institute of Technology/Technological University Dublin, NUI Maynooth, Trinity College Dublin, and UCC. CIT will play the lead role in the Training Development element of the CRT, the most critical element of the programme, under the stewardship of Prof. John Barrett.

Research Integrity

CIT's Research Integrity training, using the Epigeum online courses that have been purchased through a combination of Irish Universities Association (IUA) and the Technological Higher Education Association (THEA) funding, was completed by over 130 researchers. This is the highest reported in the IoT sector.

National Space Strategy for Enterprise

The CIT Head of Research was selected as the academic representative on the National Space Strategy for Enterprise Steering Group and subsequently was a co-author on the strategy, Ireland's first such space strategy.

Researcher Career Framework

The updated Researcher Career Framework was noted by Academic Council in December and provides a consistent approach to critical aspects of researcher careers including roles, responsibilities and salary scales alongside personal development training and adherence to best international practise.

EU Excellence in HR for Researchers Badge

CIT passed the review of progress in implementing the HRS4R Badge from the EU Commission with commendations, notably in reference to the Researcher Career Framework.

Research Entity Designation

The Nutri Research Group was formally designated through the Institute's Research Designation Process and will focus on research in nutritional aspects of food production and processing.

RFAM

The first allocation of the Research Funding Allocation Model was completed. Following extensive internal discussions, it was agreed that the RFAM is additional budget allocated by the Government to support research in HEIs.

Beyond IoT (2)

On 21 January 2019, NIMBUS hosted the Beyond IoT (2) Conference in Páirc Uí Chaoimh. The conference, which is the largest technology start up event in the country, provided access to leading international experts to Irish start-ups and companies undergoing digital transformations. Attended by approximately 500 participants.

Horizon2020 Performance

CIT researchers secured €7m from Horizon2020 by March 2019, with a total value of the projects in excess of €50m and exceeding the Institute's FP7 drawdown by almost 50% at this stage. CIT's success rate is 14.73% or the second-highest amongst HEIs which have achieved a drawdown of more than €1m. CIT's main areas of funding are in ICT and Photonics.

Interreg Performance

Interreg is one of the two goals of the EU Cohesion Policy in the 2014-2020 period and it is funded by the European Regional Development Fund (ERDF). CIT researchers have a strong track record in the programme and won four projects in 2018/19 worth €900k. CIT's main areas of funding are in Entrepreneurship, Educational Technologies, and Tourism.

Blackrock Castle Observatory

Almost 105,000 people visited the BCO site in 2018/19. BCO hosted a live 90-minute outside broadcast on RTÉ to commemorate the 50th Anniversary of the Apollo 11 Moon landing. BCO coordinated National Space Week for the third time and reached 32,982 people at 376 events, ranking Ireland in second place globally. BCO team members performed astronomical observations at the Vatican Advanced Technology Telescope in Arizona in October 2018 in collaboration with Andor Technologies, Belfast, and researchers in NUIG, testing a new high-speed imaging camera. BCO team members developed a series of new workshops for the new Junior Cycle Curriculum on "Earth and Space" to raise the skill level of teachers in addressing the learning outcomes using enquiry-based approaches that differ significantly from the traditional "chalk and talk" approaches. BCO team members mentored a number of CIT students (including Masters level) and continue to host 4th year project students from CIT.

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4.3 Innovation and Entrepreneurship

Another very successful year for CIT in terms of key technology transfer metrics.

CIT is part of the Bridge Consortium, a network of technology transfer functions from UCC (lead), CIT, IT Tralee and Teagasc. Established in 2017, the Bridge is the largest technology transfer consortium in Ireland and is funded through the Technology Transfer Support Initiative (TTSI) 3, managed by Knowledge Transfer Ireland (KTI) within Enterprise Ireland (EI). CIT's performance against its metrics is in line with overall consortium performance apart from engagement with SMEs whereby CIT surpasses all of the other partners combined. CIT ran two *Meet the Investor* Consortium events in 2018 and the initiative was short listed for a KTI Impact Award in 2018 under the initiative's category.

2018 Technology Transfer outcomes		
Targets Category	2018 Target	Actual
License Options & Assignments	5	6
Registered spinouts created	1	1
Research agreements with industry	43	*110
IDFs	15	15
Priority Patent applications filed	3	2

Other Statistics from CIT Knowledge Transfer Survey	2018
Research expenditure derived from Industry sources	15%
Live Innovation Voucher Projects at 31 st December 2018	131
Number of different Companies with collaborative research agreements	92
Number of Repeat Collaborative research projects with companies	30
Number of Companies supported by the Rubicon Incubation Centre	82
Number of new companies entering the incubator (including New Frontiers & 1-person companies)	41
Number of companies exiting the incubator	41
Number of new clients moving in excluding New Frontiers and 1-person companies	15
Number of clients moving out excluding New Frontiers and 1-person companies	15
Consultancy Assignments	109

*The 2018 figure for research agreements with industry includes 85 Innovation Voucher Projects. CIT was the top performer of all Higher Education Institutes (HEI) across the country in the Innovation Voucher Programme. Much of this success is attributable to CIT's two industry-facing Technology Gateways, funded by Enterprise Ireland.

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

CAPPA provides photonics solutions to companies in sectors such as photonics, medical devices, food and pharma, from short-term consultancy to multi-year collaborative projects. Earlier in 2018, the Gateway was approved a further €1.6m over five years by Enterprise Ireland. Other key innovation highlights over the period include:

- January 2019 Disruptive Technologies Innovation Fund (DTIF). Collaborative project with CAPPA, NUIG and Hooke Bio, overall project value €3M with €500K being awarded to CAPPA/CIT.
- CAPPA Technology Gateway centre has completed over 40 industrial engagements in the period with a total value of over €200K in direct funding received.
- February 2019 Technology Innovation Development Award (TIDA). SFI and EI funding in research commercialisation to positively impact the economy, CAPPA awarded €125,500.
- Technology Gateway Equipment funding - €700k competitively won to fund 3 new pieces of research equipment to further enhance industry interaction.

NIMBUS Technology Gateway

The NIMBUS Technology Gateway is one of fifteen Enterprise Ireland funded Technology Gateways providing businesses with innovative software and hardware technical research and development capabilities. The NIMBUS Research Centre is the largest IoT Applied Research centre in Ireland specialising in smart technologies, internet of things, and cyber-physical systems for the manufacturing, energy, smart cities and water sectors. This Gateway provides end-to-end solutions in Ed-tech, Agri-Tech, Security and E-Health. Earlier in 2018, the Gateway was approved a further €1.5m over five years by Enterprise Ireland. Other key innovation highlights over the period include:

- Beyond IoT2 – Jan 2019, Cork – 500+ national and international attendees at the largest start-up IoT conference in Ireland.
- 64 industry projects completed for Irish Industry.
- Technology Gateway Equipment funding - €162,000 competitively won to develop a dedicated, adaptable AR/VR/MR innovation lab, to be used as an immersive environment optimally suited to industry 4.0 digital transformation strategic needs, which cover a broad range of applications and use cases including learning, simulation training, measuring operational effectiveness, equipment & facilities maintenance, and safety monitoring.

Spinouts

- CIT Spinouts raised €2.4 million in 2018/19
- CIT Spinout Aventamed targets US market <https://aventamed.com/aventamed-selected-by-usa-consortium-to-improve-healthcare-outcomes/>
- OrthoXel – completed the implantation of their first set of Tibia Nails (12 in total). They have also secured an EU CE Mark for their second product (Femoral Nail) <https://www.orthoxel.com/>

AudiosourceRE

Dr Derry Fitzgerald, a music technology expert in the CIT CSM successfully spun out AudiosourceRE. Together with his business partner John O’Connell, the pair have formed a company with a unique technology that de-mixes and reverses engineers’ audio and music recordings. The final stage of the research was funded by an Enterprise Ireland Commercialisation Fund grant.



The company was selected as Best Start Up in the Research Spinout/3rd Level category at the Bank of Ireland National Start Up Awards 2018, beating contenders from other third-level institutes and universities across the country. The company was chosen among a select few of campus company start-ups nationally to pitch their business at the Enterprise Ireland Big Ideas event in the Guinness Store House on 5th September 2018. The company has moved into CIT’s on-campus incubator, the Rubicon Centre, www.rubiconcentre.ie <https://www.audiosource.com/>

Student Entrepreneurship

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

Student competitions/activities

- CIT Prize for Innovation: awards cash prizes to students with novel and creative business ideas
- Innovation Week: runs annually in March with 30+ events and 1,500+ participants
- APPrentice: a competition for those with ideas for APPs
- Dragons Den
- Business Model Canvas
- Hackathon
- All-Ireland Student Entrepreneur Awards

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

- Seed Funding, mentoring and training for 90 student entrepreneurs over the three summers 2019-2021: 30 each in CIT, IT Tralee, and UCC
- The roll-out of Student Enterprise Interns in IT Tralee and UCC and the deployment of 2 additional Student Enterprise Interns in CIT, who will be based in the 2 faculties
- The appointment of a dedicated resource to drive student entrepreneurship activity in the region and work with HEA and Enterprise Ireland to examine the potential to expand the activities further.

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

Student Inc

Student Inc. is Ireland's first student accelerator programme and has been delivered in CIT since 2011. The impact the programme has on students is very positive with 6.6% of CIT's 2017 graduates indicating that they are self-employed. This is the first year that the programme was expanded across the region. It is a very successful collaboration of effort among disciplines promoting innovation and enterprise to students.

Student Inc. 2019 commenced in the Rubicon Centre on 4th June. The CIT students were joined by their counterparts in IT Tralee as well as UCC. There were 41 applications from CIT students for 10 places. In total there were 30 student businesses (13 CIT students, 10 UCC students and 7 from IT Tralee) involved in the programme over the 13 weeks. Over the 3 months, each student received €4,000 to fund their business, and also received access to a fully serviced office space on their campus and training/mentoring supports. A showcase event in Páirc Uí Chaoimh was held on 30th August to mark the end of the programme and featured Ms Dee Forbes, Director General of RTÉ as guest speaker. The showcase was attended by approximately 160 people.

Enterprise Interns

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

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

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

Innovation Week

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

The biggest events were "Empowering Women to Lead" at the start of the week, and the Awards Showcase at the end of the week when the CIT "Student Entrepreneurs of the Year" were announced, these were attended by 300 and 150 people respectively. The CIT Prize for Innovation competition had 47 applications, involving over 185 students from across the Institute. These 47 applications were shortlisted to 16 who then went through an adjudication process in the Rubicon Centre. The prizes included €10,000 in cash, which was sponsored by the Cork City and County Local Enterprise Offices. The prizes were awarded at the showcase and awards ceremony on 8 March 2019. Patrick McGarvey, 1st Year Mechanical Engineering, was the overall winner of the CIT Prize for Innovation Competition.

Enterprise Ireland Student Entrepreneur Awards

Sponsored by Enterprise Ireland, Cruickshank, Grant Thornton and the Local Enterprise Offices, the Student Entrepreneur Awards offer third-level students from all academic disciplines and courses of study the opportunity to realise their entrepreneurial ambitions. Having won the competition in 2018, CIT hosted the 2019 finals in June. Students from all over the country attended the event as well as college representatives and business leaders. CIT had 3 of the 10 finalists on the day. The 2019 title was won by a team from NUIG. CIT is now the most successful HEI in Ireland (North and South) in this competition having won the overall prize more often than any other college.



Dr Barry O'Connor - Enterprise Ireland Student Entrepreneur Awards

Rubicon Centre

On 20 September 2018, President of CIT, Dr Barry O'Connor, opened the new co-working space in the *Rubicon Cube*. This facility offers entrepreneurs the opportunity to access and use the facilities on demand. In addition, the *Rubicon Cube* has an idea generation space, which provides entrepreneurs with space to brainstorm their ideas. This is in response to the changing needs of entrepreneurs in the region. The facility was self-financed by the company.



Opening of the Rubicon Cube – Josette O'Mullane, George Bulman, Paul Healy, and Dr Barry O'Connor

Entrepreneurship Programmes

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

New Frontiers

The New Frontiers Programme 2018/19, funded by Enterprise Ireland, commenced in September 2018. The programme has three phases:

Phase 1

This phase allows potential entrepreneurs to examine the feasibility of their business idea part-time over 36 contact hours, without leaving their employment. The phase ran in November 2018, 17 entrepreneurs participated which was delivered by the Rubicon Centre team. The programme concluded with a presentation to a multi-agency panel, which provided an opportunity for feedback and next steps to be discussed. A second Phase 1 was run in May 2019. Participants then apply for Phase 2 full time.

Phase 2

Commencing in September 2018, this phase provided a suite of start-up supports, including training, mentoring, financial support (€15,000) and a desk in the Rubicon Centre, and concluded with a showcase. Over 100 expressions of interest were received, drawn from the Cork region and further afield. This was the largest number ever received. Fourteen companies were selected, from the ICT, medical device, food and software as a service (SaaS) sectors. The 2018/19 cohort engaged with CIT on a number of levels: CIT student placements, CIT student project work, and the Technology Gateways on campus.

Twelve participants completed Phase 2. Milestones achieved by the entrepreneurs included securing of investment (Enterprise Ireland, Local Enterprise Offices, National Digital Resource Centre), sales targets and first product releases. Phase 2 concluded with a New Frontiers Showcase on 16 April 2019 attended by 130 stakeholders from CIT and the regional business community. Part of the event included addresses by CIT President Dr Barry O'Connor and Mr Peter Coppinger, CIT alumnus and founder of Teamwork.

Phase 3

This follow-on phase affords participants the opportunity to implement their business opportunities from within the Rubicon Centre. Participants were provided with financial support (€7,500) for three months, intensive mentoring by Rubicon staff, and access to the investment community. This concluded in June 2019. Four places are provided for Phase 3, selected by Enterprise Ireland, Rubicon Centre, and the Local Enterprise Offices.

EXXCEL Female Entrepreneurship Programme

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

Key features

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

This programme commenced on 13 April 2019, with 12 participants selected from 30 applicants. There were two Dublin-based participants such is the specialised nature of the programme. Half of the participants are educated to Master level and the business ideas included Software Apps, AR/VR, food and healthcare products.

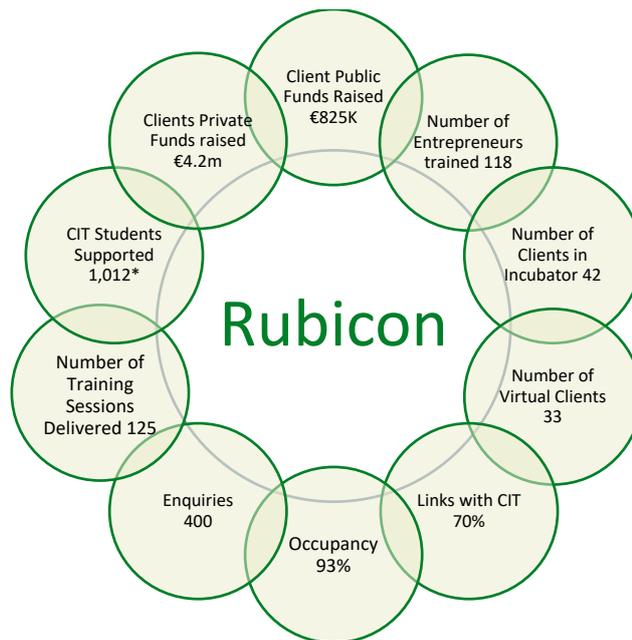
Women's Rural Entrepreneurial Network (WREN)

A further example of the Rubicon Centre's role in the regional innovation ecosystem, run in conjunction with SECAD and Ballyhoura Leader, this programme focused on delivering a CIT Special Purpose Award programme to female entrepreneurs who either want to start a business or already have begun trading in the last two years. Funded by the Department of Justice and Equality, the programme is delivered by the Rubicon Centre, with the support of the Hincks Centre for Entrepreneurship Excellence and the Technology Enhanced Learning Centre. A total of 38 participants enrolled in the 2018/19 programme which was delivered in Croom, Co. Limerick and the Rubicon Centre. The programme draws entrepreneurs from across Munster, many of whom have never engaged with a third-level institute before.

Irish Best Young Entrepreneur Award Winners

The Irish Best Young Entrepreneur is a competition run by the Local Enterprise Offices nationally. There were a number of winners from the Rubicon Centre in spring 2019 including Speire and Teachcloud. Dr Wendy Oke of Teachcloud, a Student INC and New Frontiers Graduate, went on to win the Best Start-up award regionally.

Rubicon Key Performance Indicators 2018



*CIT Students Supported - 1,012 (Student Inc, Business Model Canvas, New Venture Planning, Innovative Product Development Module)

EU Innovation and Enterprise Development Projects and Best Practice

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

The Cool Route project was conceptualised and written by the Innovation and Enterprise Office, led by the Hincks Centre for Entrepreneurship Excellence and funded under the Interreg Northern Periphery and Arctic Programme. The project examined how coastal sailing activities could bring new business opportunities for coastal enterprises. The project witnessed a string of new marina and pontoon facilities being developed between Cork and Northern Norway. The project was highly successful and had the distinction of CIT winning the 2018 Atlantic Area Sustainability Award presented by EU Commissioner for the Marine Mr Karmenu Vella to CIT on 23 October 2018 in Vigo, Spain.

In the Interreg Atlantic area, the Innovation and Enterprise Office brokered the Geo Atlantic project for the Department of Electrical and Electronic Engineering. This project examines the potential of Geo thermal energy around the Atlantic coastline and CIT is acting as an expert technical partner.

Another interesting project is Digital Treasures. Funded under the Creative Europe programme, Digital Treasures is led by the Spanish National Archive, who through the Innovation and Enterprise Office invited CIT's Department of Technology Enhanced Learning to include its expertise on the development of virtual museum displays.

BODAH, an Interreg Atlantic Area project, was secured for CIT in early 2019 and is led by long-standing contacts of CIT in the Galician City of Santiago de Compostela. CIT's Department of Computer Science has strong expertise in the roll out of BIG DATA solutions. Staff at CIT's Department of Computer Science are now working with the Spanish lead and other partners around the EU, to develop applications where CIT's Big Data expertise will be applied to making regional and local tourism more sustainable. The Innovation and Enterprise Office is supporting this work with a study of strategic tourism plans in all partner regions.

4.4 External Engagement and Extended Campus Activities

Annual figures for Recognition of Prior Learning applications and student support

The number of RPL cases for 2018 to 2019 was 407, in total this included 29 RPL applicants on the BA (Hons) in International Business with Aviation Studies. There were 106 assessors involved and RPL activity ranged across level 6 to level 9.

RPL and Work Based Learning (WBL) Research Projects Update

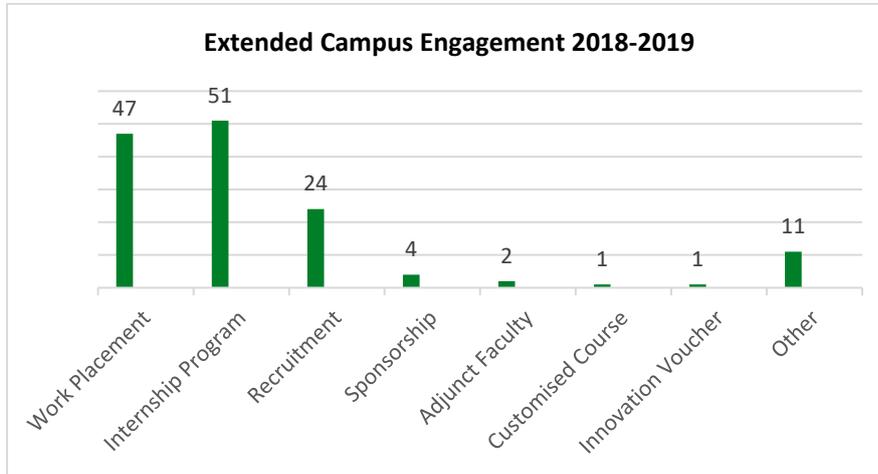
- **Fit4FoF** – Factories of the Future – contributions to learning needs model and educational framework as well as skills initiatives for CIT. The educational framework development is led by Prof. Irene Sheridan.
- **VISKA** – 5th transnational meeting in Oslo, 26 - 29 March 2019. CIT is the Research and Evaluation Partner. The project is an Erasmus K3 Policy Experimentation project focused on recognising the skills of migrants and refugees.
- **RPL in Practice** Erasmus + K3 Policy Experimentation project commenced on 16 April 2019. CIT as a Higher Education partner in the project is coordinating the Irish perspective with Quality and Qualifications Ireland (QQI).
- **EVAVOL Erasmus+** – recognising learning through volunteering – contribution to the framework for identification, documentation, assessment and certification of learning. CIT Extended Campus is a partner of the project.

Other RPL Activities

- RPL Practitioner Network Conference, Kilkenny, and presentation to Estonian vocational education delegation on *RPL in CIT*, 17 October 2018; represented by Deirdre Goggin, Steering Board Member.
- Workplace Matters – Breakfast seminar, 23 October 2018, Department of Employment Affairs and Social Protection.
- *An Tobar* project with Cork ETB and IDF Collins Barracks – Certificate presentation ceremony 14 November 2018.
- VISKA workshops – Dublin 15 November 2018. CPD module workshop delivered and facilitated by Deirdre Goggin.
- VISKA National Advisory Group meeting – Dublin 15 November 2018. Deirdre Goggin representative on behalf of CIT.
- Teaching & Learning RPL Module: Jan 2019, 12 attendees (8 CIT staff and 4 Cork ETB staff) successfully completed the RPL module as part of the MA in Teaching & Learning.
- Visit from Haaga-Helia University of Applied Sciences, Finland, 17th - 18th January 2019 coordinated by the CIT Extended Campus. Interested in RPL, WBL, entrepreneurship, innovation and quality assurance.
- Cork ETB *An Tobar* project - 3rd iteration of programme now on stream with the programme being broadened to the chefs/cooks in Collins Barracks.
- 3 April 2019, Limerick Clare ETB visiting delegation to discuss hairdressing apprenticeship of which they are the national coordinator. Presentation and facilitation by Deirdre Goggin.
- 4 April 2019, Fanshawe College, presentation by Deirdre Goggin on behalf of the E3L Research group.
- 16 May 2019, Validation panel for Special Purpose Award (SPA) developed in partnership with Department of Organisation and Professional Development and Boston Scientific Cork. 10 Credits at level 6, designed for product builders and titled Certificate in Fundamentals in Operational Excellence.

Extended Campus Engagements with Companies and Organisations 2018/19

A total of 141 engagements were recorded during 2018/19. Summaries of the engagement types and sectors are provided in the chart below.



These engagements have led to ongoing projects including

Live Cases

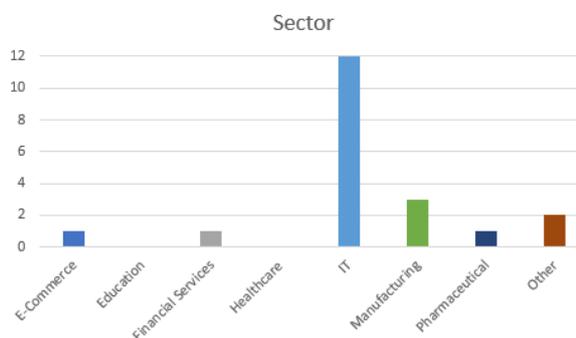
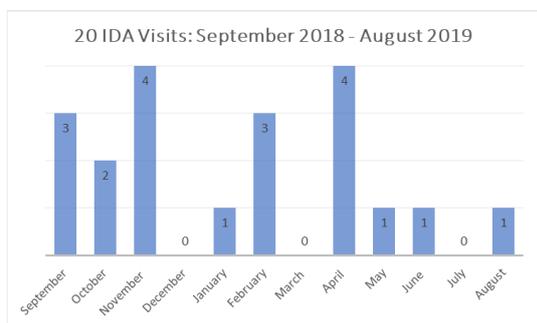
- Dunkettle Live Case with IB students – partnering with SISK and TII
- Wisetek Live Case with Global Business Master students – Data analysis and Risk of London expansion
- O’Donovan Engineering with BIS Yr3 and Bus Admin Yr4 students – Data Analysis
- WW1/Conflict Memorial in Kilworth to Tourism Management 3rd Year Project – Semester 2 – Promote as Tourism destination
- Sam Maguire Tourism project with Media Communications CCAD students – Semester 2 – Design Passport tourist document
- Orthoxel (Rubicon Centre) with Higher Diploma Business in Sales Management students – Sales Strategy
- Legitfit and Ciara Josephine Kennedy, Founder AnimaVenture with International Business students – Student Projects on Business and Financial Plans

Learning clinics included the following

- Laya Healthcare – September
- Wright Medical – March
- Sanmina, Fermoy – June
- Boston Scientific Ireland, Clonmel – June
- Amazon – August

Meetings with IDA

At the request of the IDA, CIT Extended Campus facilitated 20 meetings between various CIT departments and potential client companies.



Connect with CIT Event

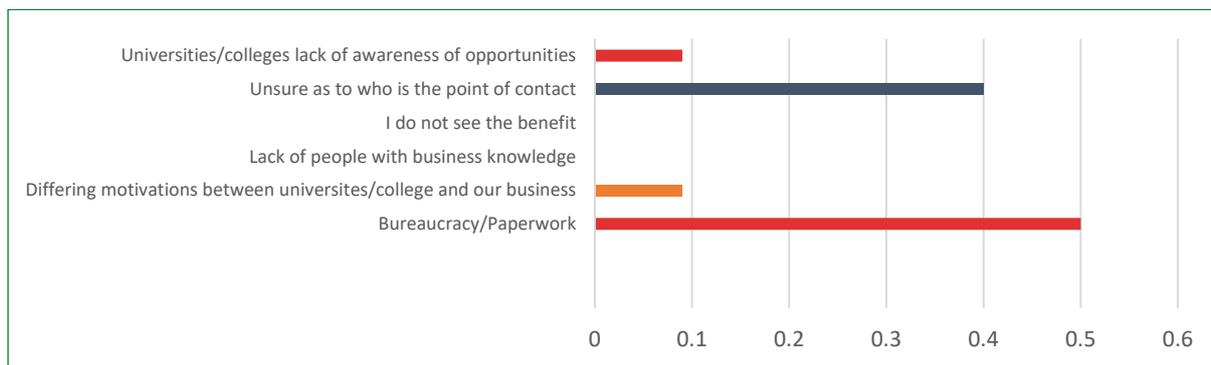
CIT Extended Campus worked with CIT Careers to host Connect with CIT on 12th February 2019. The event welcomed 40 small and micro businesses to the Bishopstown Campus and included a mini careers fair in the morning followed by presentations from internal and external individuals on collaborations opportunities with CIT.

A survey was conducted with SMEs who attended with the following key findings:

1. What would prevent you from collaborating with CIT?

Answered 12

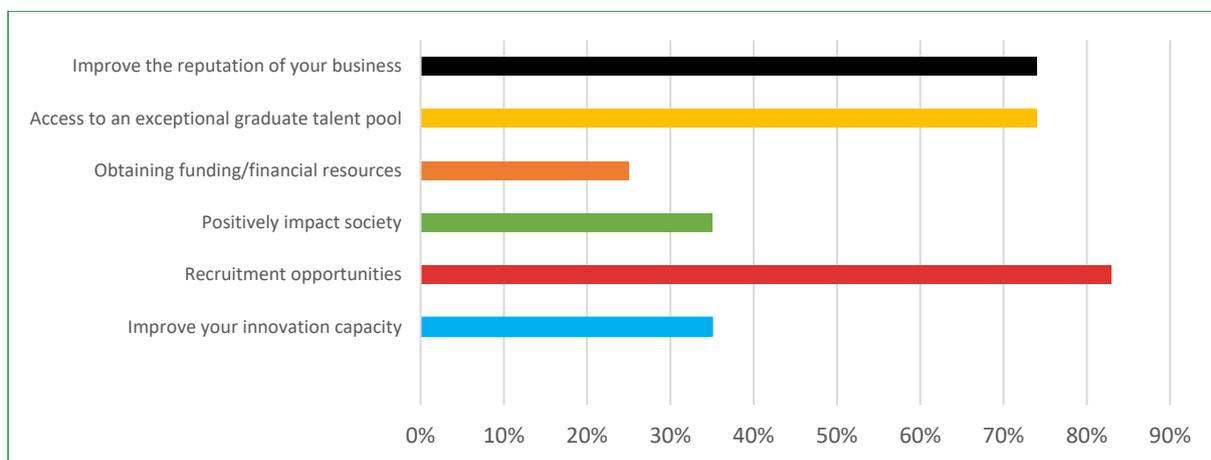
Skipped 13



2. What would motivate you to collaborate with CIT?

Answered 23

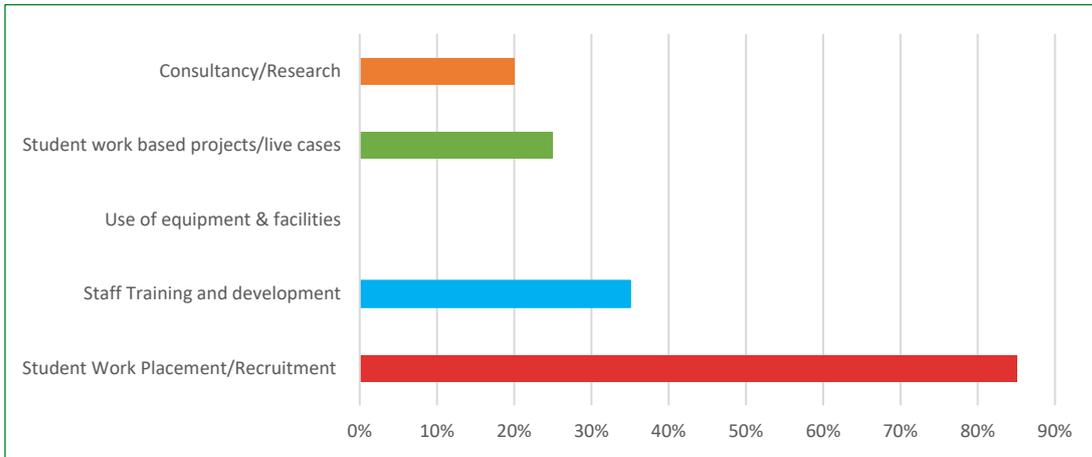
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3. How would you like Extended Campus to assist you?

Answered 20

Skipped 5



Case Studies

23 case studies were published during 2018/19 to celebrate CIT’s engagement with industry and to stimulate new interactions. Case studies are available at: <https://extendedcampus.cit.ie/case-studies?cYear=2018>



“CIT students have a practical, driven and attention to detail mindset. They showed the commitment required in a small business, and it’s no surprise that we have hired on permanent contracts after graduation.”

Ursula Leonard, Operations Manager
Atlantia Food Clinical Trials

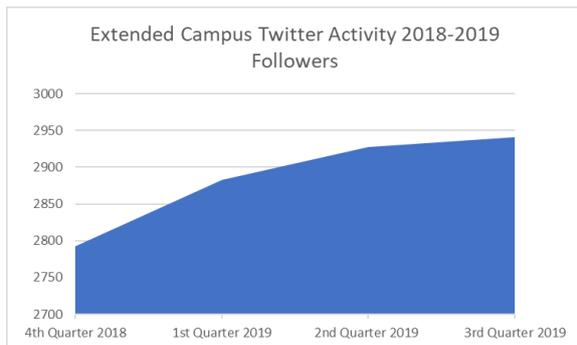
Extended Campus Newsletter

6 editions of the Extended Campus Newsletter were published during 2018/19. The Newsletter promotes CIT’s collaborations with industry, to both internal (1562) and external (652) subscribers.

Past issues of the Extended Campus Newsletter are available at <https://extendedcampus.cit.ie/newsletter>

Social Media

Twitter

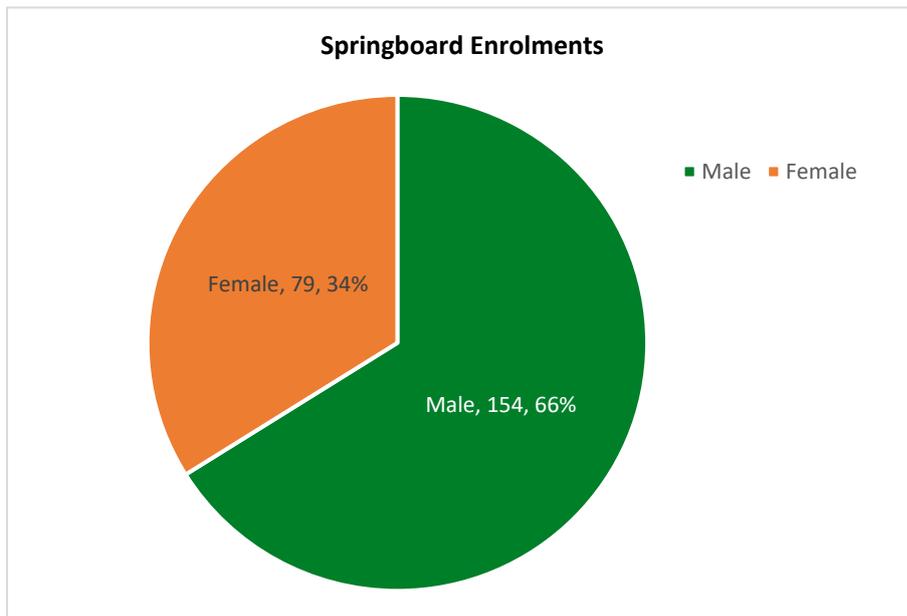


Conferences and Invited Presentations 2018/19

- 22 November 2018, Deirdre Goggin presented at Opening Panel: RPL Systems and Policies at [CAPLA Recognizing Learning Conference](#)
- 7 February 2019 Prof. Irene Sheridan – invited speaker at the J&J Women’s Leadership and Inclusion event
- 8 March 2019, Prof. Irene Sheridan Keynote Address to DELL Internationals Women’s Day event
- 10 April 2019, Hellin Network and Cork Lifelong Festival. Presentation by Deirdre Goggin on RPL and WBL in CIT
- 10 April 2019, Prof. Irene Sheridan addressed a meeting of the THEA RDIE group to present CIT’s Extended Campus model for integrated engagement
- 7 May 2019, [Validation of Prior Learning Biennale](#), Berlin. Deirdre Goggin presented a workshop on *‘Building sustainability for RPL through Organisational Arrangements’*
- 13 May 2019, Prof. Irene Sheridan delivered a workshop on Good Practice in Work Placement to staff in Galway-Mayo Institute of Technology
- 15 May 2019, Teaching and Learning Unit, CIT; workshop on RPL in CIT. Presentation titled *‘RPL, policy, practice, company, cohort and individual approaches, portfolios of learning and assessment’*
- 22 May 2019, [RPL Practitioner Network](#), workshop on *‘RPL a process to support skills policy and talent management’*

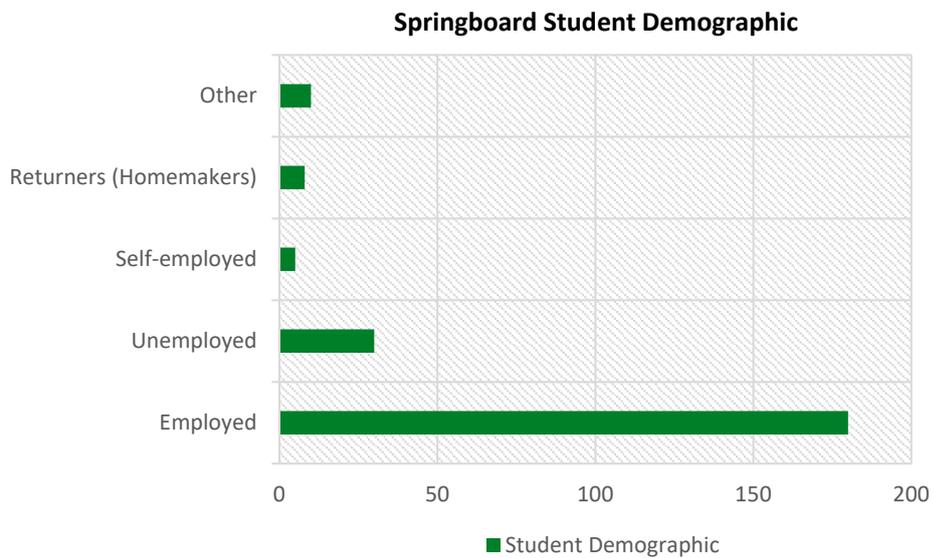
Springboard 2018-19

- Springboard+ (all other programmes): 202
- ICT Skills (2017 2nd year): 9
- ICT Skills (2018 1st year): 19



Outcomes – completed successfully:

- Springboard+ (all other programmes): 161
- ICT Skills (2017 2nd year): 9
- ICT Skills (2018 1st year): 13



Submitted proposals - Springboard+ 2018

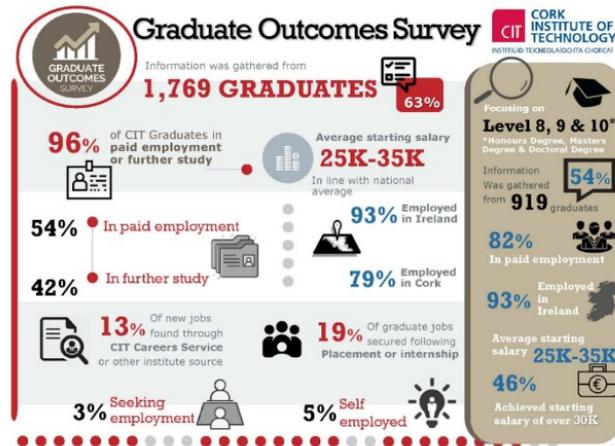
Programme Title	Award	Department	Intake	Credits	Level	Total Cost
Springboard						
Total Immersion Culinary Programme (TICP)	Major	Tourism & Hospitality	32	60	6	€220,800
Bachelor of Arts in Culinary Arts	Major	Tourism & Hospitality	16	60	7	€110,400
Special Purpose Award in Space Studies for Industry	SPA	Faculty of Engineering & Science	20	15	8	€36,000
Special Purpose Award in Designing Innovative Services	SPA	Organisation & Professional Development	20	10	8	€25,000
Special Purpose Award in Capital Markets	SPA	Accounting & Information Systems	20	20	8	€40,000
Certificate in Sciences for Biotechnological Manufacturing Operations	SPA	Process Energy & Transport Engineering	40	10	6	€48,000
Certificate in Biopharmaceutical Supply Chain Management	SPA	Process Energy & Transport Engineering	30	20	8	€80,000
Diploma in Biopharmaceutical Manufacturing Operations	SPA	Process Energy & Transport Engineering	20	60	7	€120,000
Certificate in Validation Science	SPA	Process Energy & Transport Engineering	40	10	7	€50,000
Certificate in Cleanroom Manufacturing Practices	SPA	Process Energy & Transport Engineering	30	10	6	€33,000
Certificate in Process Engineering Developments	SPA	Process Energy & Transport Engineering	20	25	9	€60,000
Certificate in ICT Project Management	SPA	CAMMS	18	10	8	€29,700
Certificate in Automation & Control	Minor	CAMMS	39	20	7	€120,900
Lean Sigma Black Belt	SPA	CAMMS	25	30	8	€62,400
Lean Sigma Green Belt	SPA	CAMMS	18	15	7	€27,000
Lean Sigma Yellow Belt for Operations & Service Design	SPA	CAMMS	25	10	6	€20,625
Certificate in Mechanical, Electrical and Plumbing BIM Applications	SPA	CAMMS	25	15	7	€52,500
Certificate in Smart Manufacturing Technologies	Minor	CAMMS	20	20	7	€64,000
Certificate in Supervisory Management	SPA	CAMMS/IT Tralee	36	20	6	€108,000
Postgraduate Certificate in Information Design & Development	Minor	Computer Science	20	30	9	€42,000
ICT						
Higher Diploma in Science in Data Science & Analytics	Major	Mathematics	20	60	8	€166,248
Higher Diploma in Science in Cloud Computing	Major	Computer Science	20	60	8	€150,000

€1,666,573.00 - Total applied €847,750.00 - Total approved

4.5 Alumni Engagement

First Destinations Survey (FDS)

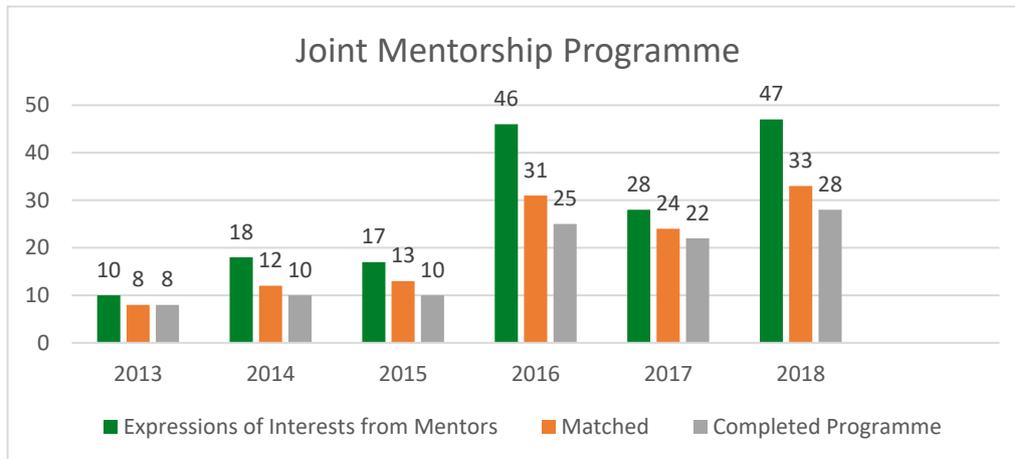
The First Destination Survey and Report of the 2018 graduating class is based on both survey response data and data from the enrolment record giving a total response rate of 63%. Several barriers have been noted from feedback discussions with the survey team to increase the response rate for the 2019 survey.



Joint Mentorship Programme

The Joint Mentorship Programme is jointly coordinated by the CIT Careers Service and CIT Alumni Office. The programme aims to match current students with professionals (the majority of whom are CIT graduates), from a wide range of sectors to exchange business experience, knowledge, expertise, and career advice.

The Joint Mentorship Programme metrics have been tracked since its inception in 2013 (see below graph) and professional body and professional association endorsement commenced in 2018. A Project Officer role has been secured to further develop the programme, increase participation, and maintain involvement throughout the year. The Project Officer will also evaluate the programme on completion and work with colleagues in IT Tralee to develop the potential for this activity to grow University-wide.



Student Alumni Ambassador Programme

The Student Alumni Ambassador Programme generated 138 hours of volunteering from 16 students for alumni activity throughout 2018-2019.

Meet the Graduate Programme

A total of nine “Meet the Graduate” events were supported by the Alumni Office and has engaged with over approximately 400 students across Business, Culinary Arts, Public Relations, Electrical Engineering, Computing, Craft Studies, and NMCI. The programme is in collaboration with academic staff across the Institute and is supported by the Student Engagement Office.

4.6 International and EU Activities

International Registrations 2018/19

- The number of “new entry” non-EU students totalled 108 for the 2018/2019 academic year.
- The number of “returning” non-EU students for 2018/19 was 94, giving a combined total of 202 “new entry” and “returning” non-EU students in CIT in 2018/19.
- These registrations included 30 exchange students, 92 undergraduate students and 80 postgraduate students.
- The total number of non-EU registrations increased by 34.7% from the 2017/18 academic year to the 2018/2019 academic year, featuring a 66.2% increase in “new entry” students.

Key international markets for CIT in 2018/19 were India, Malaysia, USA, Canada, Saudi Arabia, Oman, Nigeria and Vietnam. Staff from the International Office, together with a number of academic colleagues, visited these locations and participated in Education in Ireland fairs and exhibitions, partner institution visits and agent workshops.

Comparison of overall Non-EU Registrations for the 2017/18 and 2018/19 academic year by Faculty, School, and Department

	2017/18 Actual students	2018/19 Actual Students
Total student numbers	149	202
Faculty of Business and Humanities		
School of Business	19	17
School of Humanities	11	14
CIT CCAD	12	13
CIT CSM	6	5
Faculty of Engineering and Science		
NMCI	3	2
School of Building & Civil Engineering	22	22
School of Mechanical, Electrical & Process Engineering	39	21
School of Science & Informatics	37	78
*International visiting students not assigned to an individual Faculty/School	N/A	30

The MSc in Data Science and Analytics was in very high demand, from Indian students in particular. There was also significant interest in the International Marketing and International Business courses, specifically the MSc in International Business and MA in Global Business Practice.

Study Abroad Programme

In September 2018, CIT’s first cohort of 18 Study Abroad students from the USA arrived and registered from Endicott College, Massachusetts. Study Abroad students pay the non-EU fee (pro-rata) for their programme of study. The students take modules mainly from Marketing, Business, Accounting, Art, Tourism, and Biological Sciences.

On 1st November 2018, the CIT Study Abroad Programme was officially launched by President Dr Barry O’Connor and Dr Orla Flynn. Séamus Forde, Lecturer in Tourism & Hospitality, and James Hayes, Lecturer in Fine Art & Applied Art in Sculpture, visited Endicott in November for a week-long programme of meetings and guest lectures.

A Study Abroad Coordinator was appointed to the International Office to build up the Study Abroad programme, which will include managing the existing Endicott relationship, and developing new partnerships with international institutions. The coordinator was also given responsibility for developing exchange programmes with non-EU institutions. In 2018/19, the International Office facilitated 5 CIT students to complete an outward study exchange to Fanshawe College, Canada, and 2 students to Endicott College, USA. There were also 4 incoming exchange students from Fanshawe College studying Tourism Management, and 3 students from Universiti Tenaga Nasional (UNITEN), Malaysia, on an incoming exchange for 1 semester, studying Software Development and Creative Digital Media.

Scholarships

The International Office welcomed a number of scholarship students to CIT in 2018/19. The prestigious Government of Ireland International Scholarship was offered to 3 postgraduate students studying in the following areas: Global Business Practice, Art Therapy, and Artificial Intelligence. CIT welcomed a further 2 students from the USA on the Victory Scholarship

in the same year, both studying the MSc in International Business. CIT also welcomed its first scholarship student to its Culinary Arts programme through the Cork County - Quincy Economic Development initiative.

Education in Ireland International Student Ambassadors

Three CIT International students were selected to act as Education International Student Ambassadors for the 2018/19 academic year. Two students were from Malaysia and one student was from Vietnam. Their role will include raising awareness of the quality of Irish education, and assisting and encouraging interested students from overseas as they embark on their search for the right university or college. Ambassadors receive training on how to write, create videos, and publish photography through their digital posts in order to showcase their academic and cultural experience of Ireland to the fullest.

Vietnam Education Mission

Dr Pio Fenton, Head of Department of Marketing and International Business, and Carmel Jordan, International Officer, travelled to Vietnam in October 2018. The trip included visits to Hanoi, Ho Chi Min City and Danang, and involved meetings with partner Universities and Education Agents. Additionally, Ambassador Cáit Moran and the Irish Embassy in Hanoi hosted a "Presentation of Parchments" ceremony for 5 Vietnamese students who had recently completed their Master programmes in CIT.

Thailand OCSC Fair/Malaysia Conference

Dr Orla Flynn, Vice President for External Affairs, and Kritchai Withephanich, NIMBUS Researcher, attended student recruitment events in Thailand in November 2018. The trip included visits to international schools and the OCSC International Education Expo, as well as attendance at a reception at the Ambassador's residence. Dr Flynn subsequently travelled to Kuala Lumpur, Malaysia, to present a paper at the International Associations of Universities 2018 Conference, which had a theme of "Higher Education Partnerships for Societal Impact". CIT also signed a Memorandum of Understanding with University of Malaya during the visit.

India and Sri Lanka: Carmel Jordan, International Office, Dr Donna O'Shea and Dr Seán McSweeney of the Department of Computer Science travelled to India in November 2018 to participate in Education in Ireland fairs and meet with agents. A visit was also made to Johnson Controls in Pune.

Malaysia: Carmel Jordan, International Officer, travelled to Malaysia in January to attend Star Education Fairs in Kuala Lumpur. As part of the mission, Ms Jordan also visited Methodist College, Tunku Abdul Rahman University College (TARUC). Visits were also made to seven new education agents in an effort to increase the agent network in the market.

Erasmus+ KA103 & KA107 Student and Staff Exchanges 2018/19

2018/19	Erasmus Exchange students	Total Actual Students
1	Incoming Students	159
2	Outgoing Erasmus Traineeships (internships)	44
3	Outgoing Study Exchanges	70

Total funding and mobility numbers 2018/19

	Category	Requested	Approved	Amount €
1	Study exchanges	75	70	89,237
2	Traineeships	53	44	67,898
3	Lecturing visits	13	13	16,519
4	Staff training	15	10	19,061
5	Organisation support	156	137	46,200
	Total Grant			238,915

Outgoing Erasmus Students 2018 to Vincerola Kindergarten, Cologne, Germany

Eight students from the Department of Sport, Leisure and Childhood studies commenced Erasmus traineeships at Vincerola GmbH Kindergarten in Cologne on 24 September 2018. The department has a long-standing relationship with this company, which has provided high quality internships to our students for a number of years. Many former CIT student interns have taken up permanent positions with the company after graduating. Representatives from the company visit CIT each year, and the placement coordinator, Dr Marian Quinn, also visits the students during their placements.

Student Accommodation

The shortage of student accommodation was a major challenge again during the year in question. A number of students arrived without any accommodation, resulting in the need to establish short-term accommodation arrangements before rooms were eventually found.

ICM Project with University of Economics, University of Da Nang (UEUD), Vietnam

During the mobility period for the above project, 14 exchanges (students and staff) took place between CIT and UEUD, further strengthening the excellent working relationship between the two institutions. The impact of the project has reached beyond the exchange activities: Khoa Ngo, one of the incoming students from Da Nang, registered as a full-time student at CIT, to complete her Bachelor's degree.

Application for Erasmus+ KA107 – International Credit Mobility

The Final Results of 2018 Call for KA107 – International Credit Mobility were released on 10 September. CIT was awarded €25,140 for staff mobility exchanges with Thailand. The application, which follows on from the success of the previous project with the University of Economics, University of Da Nang, was submitted by Dr Pio Fenton, Head of Department of Marketing and International Business.

HEA Erasmus+ Monitoring and Audit Visit

Dr Gerry O'Sullivan, Ms Mary May and Dr Sharon Tighe Mooney from the Erasmus national agency at the HEA, as well as independent assessor, Ms Caroline Nash, visited CIT on 9 November 2018 for the monitoring and audit visit in relation to the Erasmus KA103 mobility project (Europe) 2017-2018 and the Erasmus+ International Credit Mobility project between CIT and UEUD Danang, Vietnam 2016-2018. The programme began with a welcome address by Dr Barry O'Connor, President, followed by discussions with representatives from Academic Affairs, Student Affairs, Marketing and Schools Liaison, and the International Students' Society. The group also met representatives from CIT's HR, Access, Careers, and Disability Support Office, to explore how their service users can learn about, and engage with the Erasmus programme, and to discuss solutions to possible barriers to participation. During the afternoon, the visitors met with students and staff who had participated in Erasmus mobility exchanges during the past year, as well as a former incoming Erasmus student who is now a full-time CIT staff member, and who has participated in the programme both as a student and a staff member.

The final report for the KA103 Erasmus Mobility programme for 2017-2018 has been assessed by the HEA and allocated a mark of 82%.

The feedback letter and report from the HEA on the Erasmus+ audit and monitoring visit was generally very positive. Concluding paragraph below:

"Overall, this was a very positive visit. There is an enormous amount of goodwill within the Institute and more engagement with management and a sense of each department's role in the [Erasmus] strategy would strengthen this positive environment even more."

The two-year Erasmus+ International Credit Mobility (KA107) project with Vietnam, developed and coordinated by Dr Pio Fenton, with support from the Erasmus office was also completed. The final report for the project was submitted in late September 2018. The HEA assessor allocated an overall score of 85% to the report.

Erasmus+ Staff Training Visits and Recognition by the National Forum on Teaching and Learning – DELTA Scholarships

An Erasmus Officers' briefing meeting organised by the national agency, the HEA and the National Forum for the Enhancement of Teaching and Learning in Higher Education, announced a joint initiative to award a digital badge to HEI staff members who undertake an Erasmus training visit abroad. This is not a monetary scholarship, but, instead, has been designed to provide official recognition of an Erasmus training period. Participants will receive funding from the Erasmus staff mobility budget for approved training mobilities, completing the normal Erasmus documents, as required.

Erasmus Outgoing Staff Teaching/Training Visits

Date	International Visitor Details
September	<ul style="list-style-type: none"> Trish Brennan and Colette Nolan CIT CCAD were allocated Erasmus funding to visit Berlin Akademie der Kunst (Berlin Arts Academy) for the launch of the Bauhaus festival, in this, the centenary year of the Bauhaus movement. CIT CCAD was one of eight international arts institutions involved in the launch.
October	<ul style="list-style-type: none"> Eleanor Baldwin, Department of Physical Sciences, was one of four academics representing Irish educational institutions at an Erasmus+ contact seminar with Central Asian Countries which took place in Istanbul on 8 and 9 October 2018. Erasmus+ National Agency attended a two-day Ireland-Georgia contact Seminar in Tbilisi during the week beginning 22 October 2018. Sreto Boljevic, Department of Electrical and Electronic Engineering represented CIT at this event.

November	<ul style="list-style-type: none"> Christine Pybus carried out an Erasmus preparatory visit to Rotterdam University of Applied Sciences in November and attended the European League of Institutes of the Arts (ELIA) annual networking symposium which was being hosted by the university. Maria Murray, Department of Media Communications, visited Hochschule Darmstadt to discuss study options for Erasmus exchange students at both institutions.
December	<ul style="list-style-type: none"> Vincent Ryan, Department of Computer Science, visited Hochschule Karlsruhe in December 2018 to deliver lectures and to attend planning meetings regarding joint virtual student projects in the area of security and networks at master and bachelor levels. Maurice Murphy, Department of Management & Enterprise visited Hogeschool Utrecht (HU) to deliver lectures to Marketing and Management students, and to present the five credit module programme on LINKS simulation training, organised by HU, which was also attended by 35 Business and Marketing degree students. International Office staff attended the launch of the Erasmus Without Paper (EWP) mobility management system and training days at the University of Ghent in December 2018. This revolutionary online tool will impact on all areas of Erasmus administration and management, and will also inform the development of a new online registration system for Erasmus and exchange students at CIT.
February	<ul style="list-style-type: none"> The following list of colleagues visited HU: <ul style="list-style-type: none"> Frank O'Donovan and Emmett Coffey, Department of Media Communications Dr Breda Kenny, Head of School of Business Gerard O'Donovan, Head of Faculty of Business & Humanities Johnny McCarthy, CIT CSM, visited the Vienna Music Institute to discuss the signing of a new bilateral agreement, and to deliver some master classes. Dr Orla Flynn, Vice President for External Affairs, was invited to present at the DAAD (German Exchange Agency) conference in Potsdam: <i>Higher Education Institutions of Art, Design and Music as future "European Universities"? Innovative Cooperation Formats and Thematic Bridges.</i>
March	<ul style="list-style-type: none"> Aoife Nic Athlaoich, CIT CSM visited Conservatorio Superior de Música "Joaquín Rodrigo" de Valencia Dr Stephen Ryan, Department of Marketing and International Business visited Universite de Lyon Dr Pio Fenton, Head of Department of Marketing and International Business attended ICPS Certificate Course in Strategic Education Planning, London Dr Mary Moloney, Department of Civil, Structural & Environmental Engineering, attended the ICPS Certificate course in Strategic Education Planning, London Dr Fred Creedon, Department of Organisation and Professional Development, attended an Erasmus staff week at Laurea University of Applied Sciences Finland. The theme of the week was Service Design.
April	<ul style="list-style-type: none"> Dr Gabriela Mayer, CIT CSM visited Sibelius Academy, Helsinki Dr Claudia Wagner, School of Business visited University of Alicante Clare O'Riordan, Department of Marketing and International Business, attended a Spanish course for language teachers in Barcelona.
May	<ul style="list-style-type: none"> Conor Kelleher, School of Business, attended the Erasmus staff training week at the University of Angers Margaret Mulderrig, International Office, attended the University of Ghent's Erasmus Staff Week which launched the publication of the Erasmus Staff Mobility Handbook of Good Practice. Margaret Mulderrig, International Office, attended the annual congress of the European Association for Erasmus Coordinators in Paphos, Cyprus. Mary Burton-Quinn, International Office, visited the University Europea de Madrid and met members of the international office team there. Pamela Hardesty, CIT CCAD, visited the Pallas University of Applied Sciences, Tartu, Estonia, as part of the ongoing joint exhibition "TOUCH". Anna Murphy and Craig Murphy, Department of Biological Sciences, attended the International Erasmus staff week at the University of Angers, and carried out placement visits to CIT students in Angers and Dijon.

Incoming International Delegations

Date	International Visitor Details
November	<ul style="list-style-type: none"> • Margareta Ahlstrom, a public relations officer from Blekinge Institute of Technology, Karlskrona, Sweden, carried out a job shadowing visit to CIT's Marketing Unit Office and also met Frank O'Donovan, Dept of Media Communications, to discuss CIT's journalism degree programme. • Laura Kalam and Pille Veski, from Pallas University of Applied Sciences, Estonia, carried out an Erasmus staff training (job shadowing) visit to the CIT International Office in mid-November. • Franco Manuel Sancho Esper, from the University of Alicante, Spain carried out an Erasmus+ teaching exchange in the School of Business in late October/early November 2018.
January	<ul style="list-style-type: none"> • South African Technology Network (SATN) delegation.
February	<ul style="list-style-type: none"> • A delegation from INSA (Institut National des Sciences Appliquées), Rennes, France. • Nicolas Robert, Université Grenoble Alpes, IUT Valence, France was a visiting guest lecturer in the Department of Marketing & International Business. • Dr Ingo Stengel, Fachhochschule Karlsruhe, Germany, visited CIT's Department of Computer Science. • Steve Walsh, International Coordinator, Fachhochschule Kiel.
March	<ul style="list-style-type: none"> • H.E. Pisanu Suvanajata, Ambassador of Thailand to Ireland. • Ms Olena Shaloput, Charge de Affairs, Ukrainian Embassy. • Edel Lynch, International Office & Language Teacher, The University of Reunion Island. • Jelly Offereins, Floor Mullen and Eline Hofman, Hogeschool Utrecht.
April	<ul style="list-style-type: none"> • Dan Douglas, Centre for Research and Innovation, Sandra Fieber, Associate Dean, Fanshawe College, Canada. • Derek Stockley, Dean of School of Social & Community Services, Humber College, Canada. • Holly Catalfamo, Visiting Guest Lecturer in HRM from Niagara College, Canada. • Rector Prof. Mustafa Çufalı & Dinçer Biçer, Zonguldak Bulent Ecevit University, Turkey. • Associate Prof. Dr Dang Van, Director of the Danang University Branch, Dr Nguyen Quoc Tuan, Vice Dean of Business Administration Faculty, Mr. Nguyen Son Tung, Lecturer of Business Administration, Mr Tran Quoc Hung, Head of Student Affairs Department, Danang University of Economics, Vietnam. • Mme Eve Legrais, International Coordinator at the University de Montpellier, France.
May	<ul style="list-style-type: none"> • Delegation of Sri Lankan High School Counsellors accompanied by Barry O'Driscoll, Education in Ireland, • H.E Louis-José Touron, Swiss Ambassador to Ireland.



National Maritime College of Ireland



5. Human Resources

Cork Institute of Technology

- 5.1 Human Resources Report
- 5.2 Staff Numbers
- 5.3 Staff Achievements

5.1 Human Resources Report

Staff Numbers

For the academic year 2018/19, the Institute's headcount was 1519 which equates to 1115.13 Whole-Time Equivalents (WTE). The largest category of staff was the Academic Staff which accounted for 59% of the headcount, 59% of WTE.

All figures shown in this section have been taken from the Public Sector Quarterly Returns as at 31 December 2018.

Retirements

The following staff retired from service during the year:

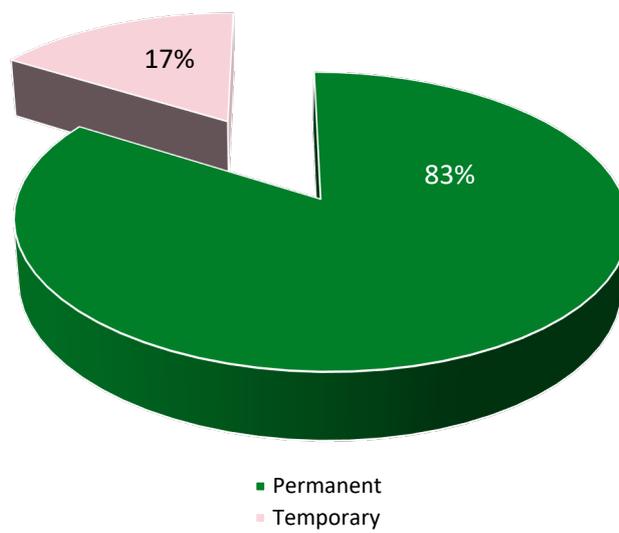
Julie Aldridge, Lecturer, Department of Arts in Health and Education
Brenda Barrett, Cleaner, Buildings & Estates Office
Mary Beattie, Lecturer, CIT CSM
Mary Burton Quinn, Clerical Officer, International Office
Pamela Byrne, Assistant Staff Officer, Administration
Fiona Creamer, Assistant Staff Officer, School of Business & Humanities
Linda Feeney, Assistant Staff Officer, CIT CSM
Karl Grabe, Lecturer, Department of Computer Science
Gerard Horan, Lecturer, Department of Maritime Studies
Eileen Patricia Kelleher, Assistant Lecturer Pro-Rata, CIT CSM
Frances McAuliffe, Assistant Staff Officer, Department of Mathematics
Yvonne McAuliffe, Staff Officer, Administration
Donal O'Donoghue, General Attendant, Buildings & Estates Office
Ann O'Mahony, Administrative Officer, President's Office

5.2 Staff Numbers

Total Staff Numbers

	WTE	Headcount
Permanent	927.62	996.00
Temporary	<u>187.51</u>	<u>523.00</u>
TOTAL	1,115.13	1,519.00

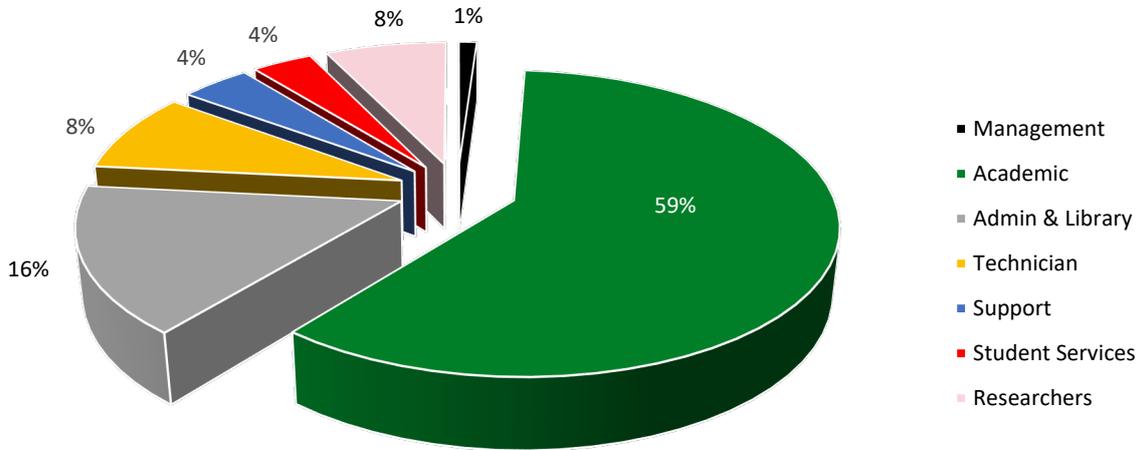
Total Staff Numbers (Whole-Time Equivalent)



Staff by Category

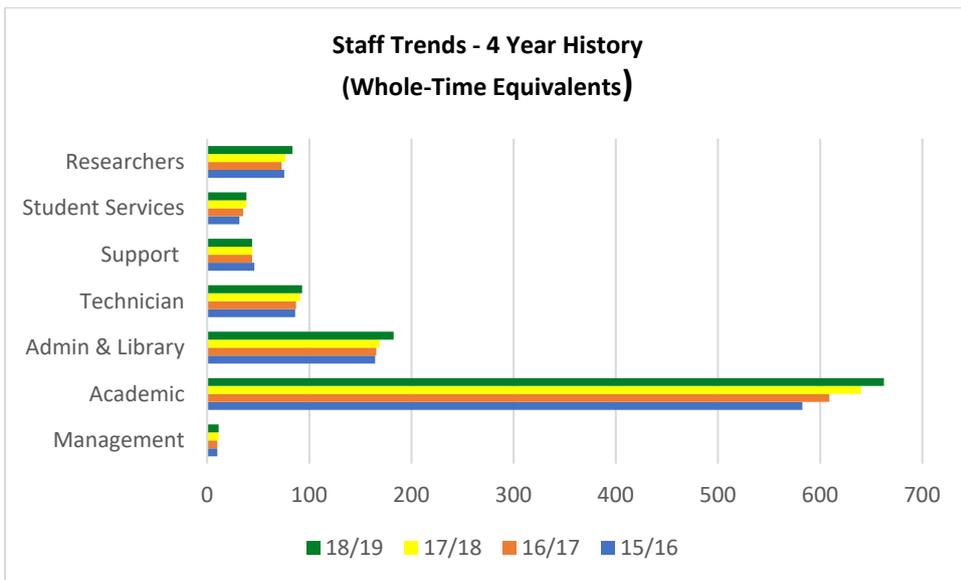
	WTE	Headcount
Management	11.2	12
Academic	662.48	898
Admin & Library	182.54	202
Technician	92.97	96
Support	43.99	57
Student Services	38.51	161
Researchers	83.44	93
	<hr/> 1,115.13	<hr/> 1,519.00

**Staff by Category
(Whole-Time Equivalents)**



Staff Trends – 4 Year History (Whole-Time Equivalents)

	15/16	16/17	17/18	18/19
Management	10.00	10.00	11.2	11.2
Academic	582.63	609.03	640.27	662.48
Admin & Library	164.33	165.47	168.43	182.54
Technician	86.22	86.87	90.97	92.97
Support	46.09	44.00	44.24	43.99
Student Services	31.46	35.18	38.39	38.51
Researchers	75.44	72.98	76.77	83.44
Total	996.17	1023.53	1070.27	1115.1



5.3 Staff Achievements

Congratulations were extended to the following

- Nathalie O’Brien, Gym Supervisor, achieved a 100th appearance for Cork City Football Club on 2 September 2018.
- As part of the Professorial Series, Prof. Paul Walsh, Department of Computer Science gave a lecture on “Truth, lies and videotape: Adventures in Machine Learning” on 5 October 2018.
- CIT, Pharmaceutical Manufacturing Technology Centre (PMTc), and Pfizer won Partnership Alliance of the Year at Pharma Awards Ireland 2018 on 26 October 2018. This was an academic – industrial collaboration with the goal of providing an advanced technology solution to address a contemporary manufacturing issue specifically in an API Pfizer manufacturing (in Cork). The academic investigators were Dr Sandra Lenihan and Dr Keith Bryan, School of Mechanical, Electrical, and Process Engineering. Ken O’Connell, Dr Liam Tully, and Bianca Lai were the Industrial Partners.
- As part of the Professorial Series, Prof. Ger Kelly, Department of Mechanical, Biomedical & Manufacturing Engineering gave a lecture on “50 Shades of Ethical Grey” on 2 November 2018.
- Dr Niamh Shaw, Artist in Residence at CIT BCO received a Science Foundation Ireland Award for Outstanding Contribution to STEM Communication on 12 November 2018.
- As part of the Professorial Series, Prof. John Barrett, NIMBUS Centre, gave a lecture on “Has Technology become the Primary Driver of Human Evolution?” on 7 December 2018.
- Dr Niall Smith, Head of Research at CIT and Head of CIT BCO, presented updates on Ireland’s involvement in the rapidly evolving global space industry at a European Parliament briefing on 13 December 2018.
- The Project Spraoi Research Team, Department of Sport, Leisure & Childhood Studies, won the Best International Research Project Collaboration Award at the Educational Awards 2019 on 21 February 2019 in partnership with Auckland University of Technology, New Zealand, for the development and expansion of the primary-school based physical activity, healthy nutrition, and overall health promotion project.
- The Project BeST Team, Department of Biological Sciences and CIT Student Engagement Office, Academic Learning Centre, and CIT Counselling Service won the Best Student Experience Award at the Educational Awards 2019 on 21 February 2019 for their support to the transition of students into the final year of their undergraduate Level 8 studies on the BSc (Hons) in Nutrition & Health Science programme.
- The Department of Mathematics partnered with Kerry Group in presenting at the International Production and Processing Expo (IPPE), Atlanta, GA, USA, in February 2019. The collaboration with Kerry Group stemmed from CPD Workshops facilitated by Dr Seán Lacey, Department of Mathematics, and delivered in Kerry Group’s Global Technology & Innovation Centre in Naas, Co. Kildare.
- Pamela Hardesty, Lecturer in Textiles at CIT CCAD, initiated an exchange project and launched the TOUCH Exhibition on 9 March 2019. This was developed alongside Erasmus colleagues Aet Ollisaar, Head of Textiles, Pallas University of Applied Sciences, Tartu, Estonia, and Eglė Ganda Bogdanienė, Pro-Rector for Studies at the Academy of Arts, Vilnius, Lithuania.
- CIT CSM Lecturer in Musicianship and Academic Studies, Roisín Maher, curated a second edition of the ‘Finding a Voice’ Festival in Clonmel on 12 March 2019, presented by South Tipperary Arts Centre, and funded by the Arts Council of Ireland.
- Prof. Jim O’Mahony, Department of Biological Sciences wrote and performed “The Artistry of Frank Sinatra” at the Rory Gallagher Theatre on 11 April 2019. The show was supported by CIT Arts Office, as part of the Cork Lifelong Learning Festival.
- The Cool Route Project, led by the CIT Hincks Centre for Entrepreneurship Excellence, featured in a newly published Review of the EU Northern Periphery and Arctic Programme on 12 April 2019.
- The CIT Staff Golfing Society hosted and won the Intervarsity Golf Championship at Cork Golf Club on 18 April 2019. The team included:

- John Cogan (retired) formerly Finance Department
 - Gene Hannigan (retired) formerly Estates Office
 - John Twohig (retired) formerly Centre of Craft Studies
 - Donal Burke (retired) formerly NMCI
 - Colin Donoghue, Department of Construction
 - Donogh Coleman, Department of Civil, Structural & Environmental Engineering
 - Stephen Cassidy, Academic Quality Enhancement Office
 - Pádraic O'Connor, Finance Department
 - Bernie Harrington, School of Mechanical, Electrical & Process Engineering (Ladies Long Drive winner)
 - Mike McGrath, CAMMS Centre (Men's Long Drive winner)
- The VEX Robotics Team led by Dr Sharon Lawton received funding of €300k in relation to developing Vex Robotics on a national scale.
 - CIT won the Best Campus award as part of the Marchathon Step Challenge 2019 on 2 May 2019. Miriam Deasy, Sports Officer, was awarded Best Team Member and Bernie Lehane, Access Service Graduate Intern, was awarded Best Team Captain.
 - Tim Horgan, Head of School of Science & Informatics was one of the speakers at the it@cork Tech Summit held in the City Hall on 9 May 2019.
 - The Halpin Research Team in NMCI successfully secured ISO9001:2015 certification on the first attempt. The team was led by Eileen Crowley, NMCI Research & Innovation Manager, and was supported by Ger Lowney, NMCI's Finance & Compliance Manager.
 - Ted McKenna, Researcher and Lecturer in the Department of Civil, Structural and Environmental Engineering was presented with the Institute of Structural Engineers Excellence in Structural Engineering Education Award for 2019 on 12 June.
 - Dr Niall Smith, Head of Research, gave a talk on the impact LEO satellite technology will have on internet connectivity in Ireland and globally at the Irish Management Institute, Lapp's Quay, on 24 June 2019.
 - The CIT Ladies team took 1st prize in the VMware 5k Road Race on 26 June 2019.
 - Dr Michael D. Murphy, Principal Investigator in the MeSSOResearch Group and Lecturer in the Department of Process, Energy and Transport Engineering, was awarded a Fulbright Scholarship to the University of Colorado, Boulder and the US National Renewable Energy Laboratory on 27 June 2019.
 - Dr Ken Bruton, Lecturer in the Department of Mechanical, Biomedical & Manufacturing Engineering, was presented with the 'Southside & District Sports Award' on 4 July 2019 in recognition of his leading the Avondale United Football Club senior team to their FAI Intermediate Cup victory.
 - A report titled 'EPA Research Report 282: Reducing Commercial Food Waste in Ireland' written by Dr Colum Gibson and Dr Sarah Broderick from the Clean Technology Centre was launched at the Environmental Protection Agency Forum on Food Waste 2019 on 10 July.
 - The NIMBUS Centre Research Team were nominated for the Innovation Radar Prize 2019 under the Tech for Society category on 5 August.
 - The 2019 BAM Cork City Sports was held at the CIT Stadium on 14 August 2019 with live coverage on TG4. The 4x200m Interfirm Relay 2019 was won by CIT. The team included Zach Harrington (Structural Engineering 4 and Head Coach of the Orienteering Club), Andrea Bickerdike (Department of Sport, Leisure & Childhood Studies), Craig Harrington (CIT Athletics Development Officer), and Fintan O'Leary (Sports & Societies Administrator).

Staff members who were conferred included

- Denise Crowley, MA in Piano Accompaniment
- Áine Delaney, MA in Composition/Arranging
- Prof. Aidan Coffey, MA in Performance (Trad Music)
- Dr Paul O'Sullivan, Doctor of Philosophy
- Katie Power, MA in Teaching and Learning in Higher Education (MATLHE)
- Sarah Culhane, Postgraduate Diploma in Arts in Teaching and Learning in Higher Education
- Dr Angela Wright, Diploma in Education Law
- Alan Walsh, Bachelor of Science in Information Technology Support

New Appointments

The following staff were confirmed for appointment during the academic year 2018/19:

- Therese Ahern, Assistant Librarian, Library
- Siobhán Bereen, Assistant Lecturer, Department of Arts in Health & Education
- Andrea Bickerdike, Assistant Lecturer, Department of Sport, Leisure & Childhood Studies
- Maria Bowens, Assistant Lecturer, Department of Applied Social Studies
- Siobhán Bradley, Regional Skills Forum Manager, Extended Campus
- Susan Brennan, Senior Architect, Buildings & Estates Office
- Paul Butler, Assistant Lecturer, Department of Mechanical, Biomedical & Manufacturing Engineering
- Aoife Cahill, Technician, CIT CSM
- Seán Carroll, Assistant Lecturer, Department of Civil, Structural & Environmental Engineering
- Gráinne Conneely, Assistant Lecturer, Department of Physical Sciences
- Colm Craig, Groundsman, Student Services
- Úna Cremin, Technical Officer, I.T. Services
- Eamon Culligan, Assistant Lecturer, Department of Biological Sciences
- Darren Dawson, Assistant Lecturer, Department of Mechanical, Biomedical & Manufacturing Engineering
- Rosarie Dineen, Senior Library Assistant, Library
- Geraldine Doyle, Assistant Lecturer, Department of Management & Enterprise
- Alan Dunton, Sports Technician, Department of Sport, Leisure & Childhood Studies
- Geraldine Faherty, Administrative Officer, President's Office
- Michael Falahee, Assistant Lecturer, Department of Marketing & International Business
- Irene Fenton, Senior Technical Officer, I.T. Services
- Michael Ferriter, Assistant Lecturer, Centre of Craft Studies
- Darren Fitzgerald, Assistant Lecturer, Department of Mechanical, Biomedical & Manufacturing Engineering
- Riona Flood, Assistant Lecturer, Department of Marketing & International Business
- Suzanne Floyd, Lecturer, Department of Biological Sciences
- Cathriona Foley, Assistant Lecturer, Department of Biological Sciences
- Prasad Gade, Senior Staff Officer, I.T. Services
- Mubashir Husain Rehmani, Assistant Lecturer, Department of Computer Science
- Roland Katona, Assistant Lecturer, Department of Computer Science
- Brendan Kelleher, Assistant Lecturer, Department of Mechanical, Biomedical & Manufacturing Engineering
- Breda Kenny, Head of School, School of Business
- Linda Kerr, Technician, School of Science & Informatics
- Daniel Manning, Lecturer, Department of Maritime Studies
- Stephen McAuliffe, Staff Officer, I.T. Services
- Helen McQuirk, Senior Lecturer SI1(T), School of Business
- Catherine Molyneaux, Lecturer, Department of Sport, Leisure & Childhood Studies
- Claire Moran, Assistant Lecturer, Department of Accounting & Information Systems
- Jennifer Morgan Spykerman, Library Assistant, CIT CSM
- Aoife Moylan, Clerical Officer, CIT CSM
- Teresa Murphy, MTU - Project Leader, Strategic Development
- Trudie Murray, Assistant Lecturer, Department of Management & Enterprise
- Steven Nolan, Database-Analytical Specialist, I.T. Services
- Adrian O'Connell, Assistant Lecturer, Centre of Craft Studies
- Adrian O'Neill, Assistant Lecturer, Centre of Craft Studies
- Caroline O'Reilly, SI2 Head of Department, Department of Management & Enterprise
- Colm G O'Rourke, Senior Library Assistant, Library
- Jane O'Sullivan, Assistant Lecturer, Department of Sport, Leisure & Childhood Studies

- Mary Rose O’Sullivan, Staff Officer, Student Services
- Claire O’Sullivan Rochford, SI2 Head of Department, Department of Accounting & Information Systems
- Barry Quealy, Technician, CIT CSM
- Sinéad Rodgers, Senior Staff Officer, President’s Office
- Christine Russell, Assistant Lecturer, Department of Accounting & Information Systems
- Thomas Sheehy, Assistant Lecturer, Centre of Craft Studies
- Colm Smyth, Assistant Lecturer Pro Rata, Department of Marketing & International Business
- Efce Van Heerden, Assistant Lecturer, Department of Process, Energy & Transport Engineering
- Caroline Vaughan, Assistant Lecturer, Department of Biological Sciences



CIT Cork School of Music



Testbed Zero2020, CIT Bishopstow Campus

6. Financial Report

Cork Institute of Technology

6.1 Financial Report 2018/19

6.2 Audited Accounts 2018/19

6.1 Financial Report 2018/19

This financial report covers the period from 1 September 2018 to 31 August 2019. The results show a consolidated operating surplus of €4.75m (2018: €7.7m).

Income

Income increased marginally by 1.2% from €137.6m to €139.2m. Tuition Fees and State Grants both increased by €0.68m to €37.5m and €49.1m respectively. Research Grant & Contracts increasing by just over 14% (€1.98m). However, income in relation to Deferred Pension Costs reduced by €1.4m (5.8%) from €24.6m to €23.2m. Whole-time equivalent students increased were relative static increasing by 24 from 9,802 to 9,826 during the period.

Expenditure

The Institute's consolidated current expenditure increased by 3.6% from €129.9m to €134.5m. Excluding retirement benefit costs of €23.3m, remaining expenditure was €111m, categorised as follows: Staff costs €77.7m (70%); Other operating costs €27.5m (25%), and Depreciation €6.1m (5%)

The Institute's pay bill increased by €3.4m (4.5%) reflecting an increase in staffing amongst other factors. The average number of full-time equivalent staff increased from 1,134 in 2018 to 1,186 in 2019. Other operating costs increased by €2.6m (10.3%)

Excluding the retirement benefit costs, the expenditure profile is: Academic departments and research activity costs €78m (70%), Premises costs €8.3m (7.5%) and Administrative and support services costs €17.8m (18%) with student services costing €7.2m (6.5%).

Research & Development

Income from Research Grants and Contracts increased significantly growing from €14.1m to €16.1m. This increase is to be welcomed as the majority of R&D funding is based on success in competitive State and EU funding programmes which are cyclical in nature.

Reserves

For the year ending 31 August 2019, the Institute's Reserves (excluding Deferred Capital Grants) were €22.3m (2018: €17.6m), of which €13.5m (2018: €12.6) are restricted reserves primarily for capital projects.

6.2 Audited Accounts 2018/19

Statement of Institute Responsibilities

Corporate Governance Statement

Statement of Internal Control

Report of the Comptroller and Auditor General

Consolidated Statement of Comprehensive Income

Consolidated Statement of Changes in Reserves and Capital Account

Institute Only Statement of Changes in Reserves and Capital Account

Consolidated and Institute Statement of Financial Position

Consolidated Statement of Cash Flows

Notes to the Financial Statements

6.2.1 Statement of Institute Responsibilities

The Institutes of Technology Acts 1992 to 2006 require the Institute to prepare financial statements in such form as may be approved by the Higher Education Authority and to submit them for audit to the Comptroller and Auditor General. In preparing these financial statements, the Institute is required to:

- Select suitable accounting policies and then apply them consistently.
- Make judgements and estimates that are reasonable and prudent.
- Prepare the financial statements on the going concern basis, unless that basis is inappropriate.
- Disclose and explain any material departures from applicable accounting standards.

The Institute is responsible for keeping adequate accounting records which disclose with reasonable accuracy at any time the financial position of the Institute and which enable it to ensure that the financial statements comply with the Institutes of Technology Acts 1992 to 2006. The Institute is also responsible for safeguarding its assets and for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Signed on behalf of the Governing Body



Bob Savage
Chairman
2nd November 2020



Dr Barry O'Connor
President
2nd November 2020

6.2.2 Corporate Governance Statement

Governing Body

The Governing Body of Cork Institute of Technology operates in accordance with a Governance Framework which comprises The Institutes of Technology Acts 1992 to 2006, the THEA Code of Governance and other applicable legislation. The Governing Body fulfils key functions including approving and reviewing implementation of the Institute's strategic plan, risk management policy, annual operating programmes and budgets, annual financial statements, performance compact and oversees major capital expenditure and investment decisions. The Governing Body also has overall responsibility for the system of internal control in operation within the institute. The Governing Body has a formal schedule of matters specifically reserved for its decision, comprising statutory functions and matters derived from the code of governance. The Governing Body has established an Audit and Risk Committee (ARC) as a sub-committee of Governing Body to support them in their responsibilities for issues of risk management, internal control and other governance matters.

Governing Body Composition

The Governing Body consists of a Chairperson, President (ex-officio member) and 17 ordinary members. There were 10 meetings of the Governing Body which included two special meetings during the year ended 31st August 2019. Governing Body membership for the period under review is provided in the list below.

Governing Body Member	Role
Mr Bob Savage	Chairperson
Dr Barry O'Connor	President (Ex-Officio Member)
Ms Mary Cooney	Academic Staff Representative
Mr Cilian Ó Súilleabháin	Academic Staff Representative
Mr Eoin Deane	Professional, Management & Support Staff Representative
Mr Aaron Buckley	Student Representative
Ms Aisling O'Mahony	Student Representative
Ms Maura Fitzgibbon	Cork Education & Training Board
Cllr Mary Hegarty	Cork Education & Training Board
Cllr Michael Hegarty	Cork Education & Training Board
Mr Denis Leamy	Cork Education & Training Board
Cllr Patrick Gerard Murphy	Cork Education & Training Board
Mr Declan O'Leary	Cork Education & Training Board
Ms Ann Piggott	Irish Congress of Trade Unions Nominee
Mr Bernard Allen	Sport Ireland Nominee
Mr John Higgins	Cork Chamber Nominee
Capt. Dave Hopkins	Irish Chamber of Shipping Nominee
Ms Katherine Walshe	Engineers Ireland Nominee
Ms Emelie Fitzgibbon	The Arts Council Nominee

Review of Governing Body performance

The Institute commissioned the IPA to assist the Governing Body in undertaking a self-evaluation review during the 2016-2017 year. The next external review is expected to be carried out during the 2021-2022 year. An internal self-evaluation was carried out during the 2018-2019 year.

Audit and Risk Committee Composition

The Audit and Risk committee consists of 5 non-executive members of the Governing Body and 4 independent external members. There were 6 meetings of this committee during the year ended 31st August 2019. The committee's membership for the period under review is provided in the list below:

Name	Role
Mr Bernard Allen	Chairperson (Governing Body Member)
Mr Declan O'Leary	External Member
Ms Maura Fitzgibbon	External Member
Mr Cilian Ó Súilleabháin	Academic Staff Representative

Disclosures required by the THEA Code of Governance in the Annual Report

The THEA Code of Governance requires specified additional governance disclosures in the Annual Report. These additional disclosures include the following:

- Governing Body responsibility, key duties and reserved functions;
- Governing Body statement of compliance with the THEA Code of Governance;
- Governing Body review and evaluation of institute performance by reference to the Strategic Plan and Annual Operating Budget;
- Governing Body review of compliance with the Public Spending Code;
- Governing Body meeting and attendance schedule 2018/19;
- Governing Body list of expenses 2018/19;
- Governing Body confirmation of approval and oversight of the institute's Risk Management Policy, including review of the institute's principal risks and associated mitigations;
- Governing Body statement on the Audit & Risk Committee membership, role, and effectiveness.

The above disclosures are contained in either the Annual Governance Statement or the Annual Report. The Annual Report 2018/19 will be published and available on the CIT website.

6.2.3 Statement of Internal Control

1. Responsibility for the System on Internal Control

The Governing Body acknowledges its responsibility for ensuring that an effective system of internal control is maintained and operated in the Institute and for putting in place processes and procedures for the purpose of ensuring that the system is effective.

2. Reasonable Assurance

The system can provide only reasonable and not absolute assurance that assets are safeguarded, transactions authorised and properly recorded, and that material errors or irregularities are either prevented or would be detected in a timely period.

3. Review of the Statement of Internal Control (Governing Body and Audit and Risk Committee)

We confirm that the Statement on Internal Control is reviewed by the Audit and Risk Committee and the Governing Body to ensure it accurately reflects the control system in operation during the period.

4. Key Control Procedures

(i) Appropriate Control Environment:

The Governing Body has taken steps to ensure an appropriate control environment is in place by:

- Clearly defining management responsibilities
- Developing procedures and regulations which are reviewed regularly and are documented, implemented and up to date.
- Establishing formal procedures through various committee functions to monitor the activities and safeguard the assets of the organisation (Audit and Risk Committee/Finance Committee/Strategic Development Committee).
- Adopting a Good Practice Guidelines Document which includes clear terms of reference for Governing Body Committees.
- Developing a strong culture of accountability across all levels of the organisation.

(ii) Business Risks

Cork Institute of Technology has developed processes to identify and evaluate business risks. This is achieved in a number of ways including:

- Developing an Essential Activities & Process Model to facilitate management and the Governing Body in identifying the key activities and the processes in place to manage its operations effectively.
- Adoption of a Risk Management Policy.
- Identifying key risks, risk owners and the controls to mitigate these risks.
- Developing annual and longer term targets and reporting on results achieved.
- Implementation of an Internal Control Framework.
- A comprehensive budgeting system with an annual budget which is reviewed and agreed by the Governing Body.
- Regular reviews by the Governing Body and its committees of periodic and annual financial reports which indicate financial performance against forecasts.
- Setting targets to measure financial and other performances.
- Clearly defined capital investment control guidelines.

(iii) Information Systems:

Cork Institute of Technology has implemented a number of Management Information Systems to provide a means of comparing actual results to targets and forecasts. These systems include:

- Financial Management – Agresso
- Human Resources and Payroll Management – CoreHR
- Travel and Expenses – CoreHR
- Student Administration – Banner
- Resource Allocation – Akari
- Timetabling – Syllabus

(iv) Financial Implications of Major Business Risks:

Cork Institute of Technology employs a range of actions to reduce the potential for fraudulent activity. CIT's internal control policy framework includes written policies and procedures requiring transactions to be properly authorised and providing for sufficient segregations of duties.

(v) Monitoring the Effectiveness of the Internal Control System:

The Governing Body's monitoring and review of the effectiveness of the system of internal control is informed by the work of the Institute Executive and Management who have responsibility for the development and maintenance of the internal control framework, the Audit and Risk Committee, Internal Auditor and comments made by the Comptroller and Auditor General in his management letter.

Cork Institute of Technology has an outsourced internal audit function, which is in accordance with the Internal Audit Terms of Reference approved by the Governing Body and the Code of Governance of Irish Institutes of Technology.

5. Review of the effectiveness of the system on internal control

An Internal Audit Plan is approved by the Audit and Risk Committee annually. The plan takes account of areas of potential risk identified in a risk assessment exercise carried out with management at the start of the current planning cycle. Reports are provided to the Audit and Risk Committee on assignments carried out. These reports highlight deficiencies or weaknesses, if any, in the system of internal control and the recommended corrective measures to be taken where necessary. The Audit and Risk Committee receives regular reports on the status of issues raised.

We confirm that per Section 5.2.1 of the terms of reference of the Audit and Risk Committee, as approved by Governing Body, the Audit Committee reviewed the reports on Internal Controls and Internal Financial Controls for the year ended 31 August 2019 at their meeting on 10 October 2019 and reported to Governing Body on 7 November 2019.

6. Disclosure of details of any material losses or frauds

In September 2019, irregularities in cash lodgements were identified in relation to a subsidiary. An external firm was commissioned to conduct a forensic review and concluded that cash received had not been lodged on a significant number of occasions.

7. Weaknesses in internal control. Disclosure of details regarding instances where breaches in control occurred

The review noted that additional cash controls had been implemented since the initial discovery of irregularities and made seven recommendations for enhanced controls to reduce the likelihood of further fraud. All seven recommendations included in the PWC report have now been implemented.

8. Description of the action taken to correct weaknesses

- a) The matter has been reported to An Garda Síochána.
- b) The Company has taken action to address this matter internally with anyone who was involved.
- c) steps will be taken to attempt to recover the money.

9. Code of Governance

The Code of Governance of Irish Institutes of Technology 2019 – as revised to reflect the 2016 Code of Practice for the Governance of State Bodies was formally approved by the Institute's Governing Body on 4 July 2019. A letter was sent from the President to the HEA on 20 November 2019 confirming that the Institute's Governing Body had adopted the new Code. The code outlines specific financial disclosure requirements which have been reflected in the financial statements with the exception of reporting requirements related to remuneration, the full details of which are disclosed in Note 9 to the accounts.

10. Procurement

Procurement Procedures: The Institute's procurement procedures are in line with the national guidelines for public procurement and the requirements of the Office of Government Procurement (OGP), Education Procurement Service ("EPS") and Guidelines on Achieving Value for Money in Public Expenditure, as set out by the Minister for Finance on 20 October 2005.

Procurement Non-Compliance: During the year ended 31 August 2019, €381k, relating to 11 suppliers, did not comply with the current procurement legislation in relation to public procurement tendering requirements. Of these, 2 were identified by CIT and brought to the attention of the Finance committee of the Governing Body. This remaining 9 were identified by the C&AG during the audit. The Institute continues to work towards full compliance with all relevant guidelines.

Signed on behalf of the Governing Body



Bob Savage
Chairman
2nd November 2020



Dr Barry O'Connor
President
2nd November 2020

6.2.4 Report of the Comptroller and Auditor General for presentation to the Houses of the Oireachtas

Cork Institute of Technology

Opinion on the financial statements

I have audited the financial statements of Cork Institute of Technology for the year ending 31 August 2019 as required under the provisions of the Institutes of Technology Acts 1992 to 2006. The financial statements comprise

- the consolidated statement of comprehensive income
- the consolidated statement of changes in reserves and capital account
- the Institute only statement of changes in reserves and capital account
- the consolidated and Institute statement of financial position
- the consolidated statement of cash flows, and
- the related notes, including a summary of significant accounting policies.

In my opinion, the financial statements give a true and fair view of the assets, liabilities and financial position of the group and the Institute at 31 August 2019 and of the income and expenditure of the group and the Institute for the year then ended in accordance with Financial Reporting Standard (FRS) 102 – *The Financial Reporting Standard applicable in the UK and the Republic of Ireland*.

Basis of opinion

I conducted my audit of the financial statements in accordance with the International Standards on Auditing (ISAs) as promulgated by the International Organisation of Supreme Audit Institutions. My responsibilities under those standards are described in the appendix to this report. I am independent of the Institute and have fulfilled my other ethical responsibilities in accordance with the standards.

I believe that the audit evidence I have obtained is sufficient and appropriate to provide a basis for my opinion.

Report on Information other than the financial statements, and on other matters

The Institute has presented certain other information together with the financial statements. This comprises a statement of Institute responsibilities, a corporate governance statement and a statement on internal control.

My responsibilities to report in relation to such information, and on certain other matters upon which I report by exception, are described in the appendix to this report.

I have nothing to report in regard to those matters.

Seamus McCarthy
Comptroller and Auditor General
5 November 2020

Appendix to the C&AG Report

Responsibilities of Governing Body members

The members are responsible for

- the preparation of financial statements in the form prescribed under the Institutes of Technology Acts 1992 to 2006
- ensuring that the financial statements give a true and fair view in accordance with FRS 102
- ensuring the regularity of transactions
- assessing whether the use of the going concern basis of accounting is appropriate, and
- such internal control as they determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

Responsibilities of the Comptroller and Auditor General

I am required under the Institutes of Technology Acts 1992 to 2006 to audit the financial statements of the Institute and to report thereon to the Houses of the Oireachtas.

My objective in carrying out the audit is to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement due to fraud or error. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with the ISAs will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

As part of an audit in accordance with the ISAs, I exercise professional judgment and maintain professional scepticism throughout the audit. In doing so,

- I identify and assess the risks of material misstatement of the financial statements whether due to fraud or error; design and perform audit procedures responsive to those risks; and obtain audit evidence that is sufficient and appropriate to provide a basis for my opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- I obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the internal controls.
- I evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures.
- I conclude on the appropriateness of the use of the going concern basis of accounting and, based on the audit evidence obtained, on whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Institute's ability to continue as a going concern. If I conclude that a material uncertainty exists, I am required to draw attention in my report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify my opinion. My conclusions are based on the audit evidence obtained up to the date of my report. However, future events or conditions may cause the Institute to cease to continue as a going concern.
- I evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

I communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that I identify during my audit.

Information other than the financial statements

My opinion on the financial statements does not cover the other information presented with those statements, and I do not express any form of assurance conclusion thereon.

In connection with my audit of the financial statements, I am required under the ISAs to read the other information presented and, in doing so, consider whether the other information is materially inconsistent with the financial statements or with knowledge obtained during the audit, or if it otherwise appears to be materially misstated. If, based on the work I have performed, I conclude that there is a material misstatement of this other information, I am required to report that fact.

Reporting on other matters

My audit is conducted by reference to the special considerations which attach to bodies in receipt of substantial funding from the State in relation to their management and operation. I report if I identify material matters relating to the manner in which public business has been conducted.

I seek to obtain evidence about the regularity of financial transactions in the course of audit. I report if I identify any material instance where public money has not been applied for the purposes intended or where transactions did not conform to the authorities governing them. I also report by exception if, in my opinion,

- I have not received all the information and explanations I required for my audit, or
- the accounting records were not sufficient to permit the financial statements to be readily and properly audited, or
- the financial statements are not in agreement with the accounting records.

6.2.5 Consolidated Statement of Comprehensive Income for year ended 31 August 2019

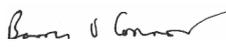
	Note	Consolidated 31/08/19 €000's	Institute 31/08/19 €000's	Consolidated 31/08/18 €000's Restated	Institute 31/08/18 €000's Restated
Income					
State Grants	3	49,139	49,139	48,462	48,462
Tuition Fees & Student Contribution	4	37,457	37,457	36,775	36,775
Research Grants & Contracts	5	16,091	15,133	14,116	13,218
Student Support Funding	7	652	652	639	639
Other Income	8	6,770	4,096	7,205	4,437
Amortisation of Deferred Capital Grants	19	5,870	5,844	5,745	5,719
Interest Income		21	15	24	17
Deferred Pension Costs	28	23,228	23,228	24,652	24,652
Total Income		139,228	135,564	137,618	133,919
Expenditure					
Staff costs	9	77,711	75,712	74,358	72,455
Retirement Benefit Costs	28	23,228	23,228	24,652	24,652
Other Operating Expenses	10	27,503	26,099	24,929	23,368
Depreciation	13	6,092	5,940	5,979	5,786
Total Expenditure		134,534	130,979	129,918	126,261
Surplus before other gains/(losses) and share of surplus/(deficit) in joint ventures & associates					
		4,694	4,585	7,700	7,658
Share of Operating Surplus in Joint Venture	5	60	60	30	30
Surplus before Tax		4,754	4,645	7,730	7,688
Taxation		(8)	-	(2)	-
Surplus before other gains and losses		4,746	4,645	7,728	7,688
Experience gains on retirement benefit Obligations		4,211	4,211	5,211	5,211
Reduction in pension liabilities arising from retirements in the year		14,557	14,557	12,511	12,511
Changes in assumptions underlying the present value of retirement benefit obligations		(54,775)	(54,775)	(658)	(658)
Total actuarial (losses) / gains in the year		(36,007)	(36,007)	17,064	17,064
Adjustment to deferred retirement benefits funding		36,007	36,007	(17,064)	(17,064)
Total comprehensive income for the year	12	4,746	4,645	7,728	7,688

All items of income and expenditure relate to continuing activities. Notes 1 – 29 form part of these financial statements.

Signed on behalf of the Governing Body



Bob Savage
Chairman
2nd November 2020



Dr Barry O'Connor
President
2nd November 2020

6.2.6 Consolidated Statement of Changes in Reserves and Capital Account for year ended 31 August 2019

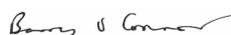
Consolidated	Note 19	Note 20				Revenue Reserves €000's	Total €000's
			Deferred Capital Grants €000's	Capital Development Reserve €000's	Restricted Reserve €000's		
Opening Balance at 1 September 2017	98,233	7,233	9	321	2,331	108,127	
Surplus for the year before appropriations	-	-	-	-	7,728	7,728	
Amortisation of Deferred Capital Grants	(5,709)	-	-	-	-	(5,709)	
Amount released on Disposal of Fixed Assets	(36)	-	-	-	-	(36)	
Research Grants & Contract allocated to Capital	378	-	-	-	-	378	
State Grant allocated to Capital	2,944	-	-	-	-	2,944	
Student Support allocated to Capital	(7)	-	-	-	-	(7)	
Tuition Fees and Student Contribution allocated to Capital	9	-	-	-	-	9	
Transfer to CDR	-	5,136	(2)	-	(5,136)	(2)	
Transfer from CDR to Expenditure	-	(36)	-	-	36	-	
Transfer from CDR to DCG	19	(19)	-	-	-	-	
Transfer from CDR to Rev. Reserves	-	(6)	-	-	6	-	
Movement for the period	(2,402)	5,075	(2)	-	2,634	5,305	
Balance at 31 August 2018	95,831	12,308	7	321	4,965	113,432	
Surplus for the year before appropriations	-	-	-	-	4,746	4,746	
Amortisation of Deferred Capital Grants	(5,855)	-	-	-	-	(5,855)	
Amount released on Disposal of Fixed Assets	(15)	-	-	-	-	(15)	
Research Grants & Contract allocated to Capital	355	-	-	-	-	355	
State Grant allocated to Capital	4,012	-	-	-	-	4,012	
Student Support allocated to Capital	30	-	-	-	-	30	
Tuition Fees & Student Contribution allocated to Capital	5	-	-	-	-	5	
Transfer to CDR	-	1,215	-	-	(1,215)	-	
Transfer from CDR to Expenditure	-	(344)	-	-	344	-	
Transfer from CDR to DCG	-	-	-	-	-	-	
Transfer to Restricted Reserve	-	-	10	-	(10)	-	
Transfer from CDR to Rev. Reserves	-	-	-	-	-	-	
Movement for the period	(1,468)	871	10	-	3,865	3,278	
Balance at 31 August 2019	94,363	13,179	17	321	8,830	116,710	

Notes 1 – 29 form part of these financial statements.

Signed on behalf of the Governing Body



Bob Savage
Chairman
2nd November 2020



Dr Barry O'Connor
President
2nd November 2020

6.2.6 Institute Only Statement of Changes in Reserves and Capital Account for year ended 31 August 2019

Institute Only	Note 19 Deferred Capital Grants €000's	Note 20 Capital Development Reserve €000's	Restricted Reserve €000's	Revenue Reserves €000's	Total €000's
Opening Balance at 1 September 2017	98,168	7,233	9	941	106,351
Surplus for the year before appropriations	-	-	-	7,688	7,688
Amortisation of Deferred Capital Grants	(5,683)	-	-	-	(5,683)
Amount released on Disposal of Fixed Assets	(36)	-	-	-	(36)
Research Grants & Contract allocated to Capital	359	-	-	-	359
State Grant allocated to Capital	2,944	-	-	-	2,944
Student Support allocated to Capital	(7)	-	-	-	(7)
Tuition Fees and Student Contribution allocated to Capital	9	-	-	-	9
Transfer to CDR	-	5,136	(2)	(5,136)	(2)
Transfer from CDR to Expenditure	-	(36)	-	36	-
Transfer from CDR to DCG	19	(19)	-	-	-
Transfer from CDR to Rev. Reserves	-	(6)	-	6	-
Movement for the period	(2,395)	5,075	(2)	2,594	5,272
Balance at 31 August 2018	95,773	12,308	7	3,535	111,623
Surplus for the year before appropriations	-	-	-	4,645	4,645
Amortisation of Deferred Capital Grants	(5,829)	-	-	-	(5,829)
Amount released on Disposal of Fixed Assets	(15)	-	-	-	(15)
Research Grants & Contract allocated to Capital	355	-	-	-	355
State Grant allocated to Capital	4,012	-	-	-	4,012
Student Support allocated to Capital	30	-	-	-	30
Tuition Fees and Student Contribution allocated to Capital	5	-	-	-	5
Transfer to CDR	-	1,215	-	(1,215)	-
Transfer from CDR to Expenditure	-	(344)	-	344	-
Movement for the period	(1,442)	871	-	3,774	3,203
Balance at 31 August 2019	94,331	13,179	7	7,309	114,826

Notes 1 – 29 form part of these financial statements.

Signed on behalf of the Governing Body



Bob Savage
Chairman
2nd November 2020



Dr Barry O'Connor
President
2nd November 2020

6.2.7 Consolidated and Institute Statement of Financial Position for year ended 31 August 2019

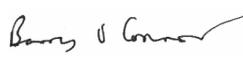
	Note	Consolidated 31/08/19 €000's	Institute 31/08/19 €000's	Consolidated 31/08/18 €000's	Institute 31/08/18 €000's
Fixed Assets					
Property, plant & equipment	13	95,514	95,004	96,950	96,495
Investments	14	542	52	212	50
		96,056	95,056	97,162	96,545
Current Assets					
Inventory		98	-	89	-
Receivables	15	9,615	9,532	8,001	8,018
Cash and Cash Equivalents	16	33,296	32,007	27,913	26,467
		43,009	41,539	36,003	34,485
Less Payables; Amounts due within 1 year	17	(22,355)	(21,769)	(19,733)	(19,407)
Net Current Liabilities		20,654	19,770	16,270	15,078
Total Assets less Current Liabilities		116,710	114,826	113,432	111,623
Payables; Amounts due after 1 year	18	-	-	-	-
Provisions for Liabilities & Charges		-	-	-	-
Retirement Benefits					
Retirement benefits obligations	28	430,257	430,257	366,755	366,755
Deferred retirement benefit funding asset	28	(430,257)	(430,257)	(366,755)	(366,755)
Total Net Assets		116,710	114,826	113,432	111,623
Deferred State Capital Grants	19	94,363	94,331	95,831	95,773
Capital Development Reserve	20	13,179	13,179	12,308	12,308
Capital Reserve - Student Services Co Ltd		321	-	321	-
Restricted Reserve		17	7	7	7
		13,517	13,186	12,636	12,315
Unrestricted Reserves					
Income & Expenditure Reserve		8,830	7,309	4,965	3,535
		8,830	7,309	4,965	3,535
Total		116,710	114,826	113,432	111,623

Notes 1 – 29 form part of these financial statements.

Signed on behalf of the Governing Body



Bob Savage
Chairman
2nd November 2020



Dr Barry O'Connor
President
2nd November 2020

6.2.8 Consolidated Statement of Cash Flows for year ended 31 August 2019

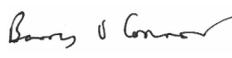
	Year Ended 31/08/19 €000's	Year Ended 31/08/18 €000's Restated
Net Cash flow from operating Activities		
Surplus / (Deficit) for year	4,746	7,728
Depreciation of fixed assets	6,092	5,979
Amortisation of deferred capital grants	(5,856)	(5,709)
(Increase) / Decrease in Stock	(9)	3
(Increase) in Receivables	(1,614)	(916)
Increase / (Decrease) in Payables	2,622	(998)
(Increase) / Decrease in Investments	(330)	5
Investment Income	(60)	(30)
Interest Income	(21)	(24)
State funds allocated to capital	4,402	3,324
(Decrease) in Restricted Reserve	-	(2)
Net Cash Inflow from Operating Activities	9,972	9,360
Cash Flows from Investing Activities		
Payments to acquire property, plant & equipment	(4,670)	(3,447)
Net Cash Flows from Investing Activities	(4,670)	(3,447)
Cash Flows from Financing activities		
Investment Income	60	30
Interest Received	21	24
Net Cash Flows from Financing activities	81	54
Net increase in cash equivalents in the year	5,383	5,967
Cash & Cash Equivalents at 1 September	27,913	21,946
Cash & Cash Equivalents at 31 August	33,296	27,913

Notes 1 – 29 form part of these financial statements.

Signed on behalf of the Governing Body



Bob Savage
Chairman
2nd November 2020



Dr Barry O'Connor
President
2nd November 2020

6.2.9 Notes to the Financial Statements

1. Significant Accounting Policies

The accounting policies which are considered material in relation to the financial statements are summarised below. They have all been applied consistently throughout the year and to the preceding year.

a) General Information

The primary objectives of the Institute are to provide third level education and other associated activities.

The financial statements have been prepared under the historical cost convention, and in accordance with Financial Reporting Standard 102 (FRS 102) issued by the Financial Reporting Council and promulgated for use in Ireland by Chartered Accountants Ireland and with the requirements of the Higher Education Authority.

The functional currency of FRS 102 Cork Institute of Technology is considered to be Euro because that is the currency of the primary economic environment in which the Institute operates. The consolidated financial statements are also presented in Euro. Foreign operations are included in accordance with the policies set out below.

b) Basis of Consolidation

The Group financial statements consolidate the financial statements of the Institute and its subsidiary undertakings made up to 31 August 2019.

The results of subsidiaries acquired or sold are consolidated for the periods from or to the date on which control passed.

Where necessary, adjustments are made to the financial statements of subsidiaries to bring the accounting policies used into line with those used by the Group. All intra-group transactions, balances, income and expenses are eliminated on consolidation.

c) Going Concern

The Governing Authority is satisfied that the Institute has adequate resources to meet its obligations as they fall due for the foreseeable future. Thus, they continue to adopt the going concern basis of accounting in preparing the annual financial statements.

d) Property, Plant and Equipment

(i) Land and Buildings

Tangible fixed assets are stated at cost or valuation, net of depreciation and any provision for impairment. Depreciation is provided on all tangible fixed assets, other than investment properties and freehold land, at rates calculated to write off the cost or valuation, less estimated residual value, of each asset on a straight-line basis over its expected useful life, as follows:

Freehold buildings	30 - 50 years
--------------------	---------------

Residual value represents the estimated amount which would currently be obtained from disposal of an asset, after deducting estimated costs of disposal, if the asset were already of the age and in the condition expected at the end of its useful life.

(ii) Equipment

From 1 September 2009, equipment costing less than €3,000 per individual item is written off to the income and expenditure account in the year of acquisition. Where individual items of equipment purchased are below the capitalisation limit (€3,000) and the total purchase invoice is in excess of the limit, these items are individually capitalised in the normal way. All other equipment is capitalised at cost. Capitalised equipment is depreciated on a straight-line basis over its useful economic life as follows:

Fixtures & Fittings including Prefabs	5 - 10 years
Car Parks	20 years
Computer equipment	3 years
Plant & Machinery	10 years
Equipment	5 years
Motor Vehicles	5 years

All equipment funded from Research Grants and Contracts is depreciated over the life of the assets in line with the policy for all other Fixed Assets.

Assets in the Student Services Company Limited are depreciated over 2-5 years - straight line.

e) Joint Venture Undertakings

In the Institute financial statements, investments in associates are accounted for using the equity method. Investments in joint venture undertakings are initially recognised at the transaction price (including transaction costs) and are subsequently adjusted to reflect the Institute's share of the profit or loss and other comprehensive income of the associate. Goodwill arising on the acquisition of associates is accounted for in accordance with the policy set out above. Any unamortised balance of goodwill is included in the carrying value of the investment in joint venture undertakings.

In the Institute financial statements investments in joint venture undertakings are accounted for at cost less impairment.

f) Inventory

Inventory is stated at the lower of cost and estimated selling price less costs to sell, which is equivalent to the net realisable value. Cost is calculated using the FIFO (first-in, first-out) method. Provision is made for obsolete, slow-moving or defective items where appropriate. Inventory shown in the Statement of Financial Position relates to merchandise in Cosmos Education Limited and consumable stock in the Student Services Company Limited.

g) Impairment of Assets

Assets, other than those measured at fair value, are assessed for indicators of impairment. If there is objective evidence of impairment, an impairment loss is recognised in profit or loss as described below.

Financial Assets

For financial assets carried at amortised cost, the amount of an impairment is the difference between the asset's carrying amount and the present value of estimated future cash flows, discounted at the financial asset's original effective interest rate.

For financial assets carried at cost less impairment, the impairment loss is the difference between the asset's carrying amount and the best estimate of the amount that would be received for the asset if it were to be sold at the reporting date.

Where indicators exist for a decrease in impairment loss, and the decrease can be related objectively to an event occurring after the impairment was recognised, the prior impairment loss is tested to determine reversal. An impairment loss is reversed on an individual impaired financial asset to the extent that the revised recoverable value does not lead to a revised carrying amount higher than the carrying value had no impairment been recognised.

h) Taxation

a. Corporation Tax

As an exempt charity, the Institute is not liable for corporation tax or income tax on any of its charitable activities. It is registered for value added tax, but since the supply of education is an exempt activity on which no output tax is charged it is unable to recover input tax on the majority of its purchases. Certain research and commercial activities within the Institute falls into the VAT net, any input or output tax relating to these activities is returned to the Revenue by the Institute.

b. Deferred Taxation

In subsidiary companies, who do not hold a charitable status and are therefore liable to corporation tax, deferred taxation is recognised in respect of all timing differences that have originated but not reversed at the Statement of Financial Position date. Provision is made at the rates expected to apply when the timing differences reverse. Timing differences are differences between taxable profits and results as stated in the financial statements that arise from the inclusion of gains and losses in taxable profits in period's difference from those in which they are recognised in the financial statements.

A net deferred tax asset is regarded as recoverable and, therefore, recognised only when, on the basis of all available evidence, it can be regarded as more likely than not that there will be suitable taxable profits from which the future reversal of the underlying timing differences can be deducted.

i) Recognition of Income

State Grants

Recurrent state grants from the Higher Education Authority and other bodies are recognised in the period in which they are receivable. Non Recurrent Grants from the Higher Education Authority or other state bodies received in respect of the acquisition or construction of Fixed Assets are treated as deferred Capital Grants and amortised in line with the depreciation over the life of the assets.

Fee Income

Fee income is accounted for on an accruals basis.

Research Grants and Contracts

Income from research grants and contracts is matched to expenditure and included in the year the expenditure is incurred unless the grant has performance related conditions or restrictions associated with it. The most common classes of such transactions are set out below:

a. *Donations with No Restrictions*

Donations with no restrictions include amounts given to the Institute by way of cash or asset with no restriction as to how the donation should be used. Such donations are recorded in the Statement of Comprehensive Income on entitlement to the income.

b. *Donations with Restrictions*

Donations with restrictions are recorded within the Statement of Comprehensive Income on entitlement to the income. The restricted income received is held in the temporarily restricted reserve until such time that the expenditure is incurred in accordance with the restrictions.

c. *Research Grants with Performance-related Conditions*

Income from grants with performance-related conditions is recognised in the Statement of Comprehensive Income when the performance-related conditions are met. Grants with unfulfilled performance related conditions are held as deferred income until such time as the conditions are met, at which point the income is recorded in the Statement of Comprehensive Income.

d. *Other*

Income from other research grants and contracts is matched to expenditure and is included in the income of the year in which the related expenditure has been incurred.

Minor Capital Works

The Minister for Education and Skills introduced a scheme to devolve responsibility to the Institute for summer and other Capital Works.

In all cases Minor Capital Works funding is recognised in the period received.

Income from Short-Term Deposits

All income from short-term deposits is credited to the income and expenditure account in the period in which it is earned.

j) Employee Benefits

a. *Retirement Benefits*

Pension entitlements of staff recruited prior to 1 January 2013 are conferred under a defined benefit pension scheme established under the Education Sector Superannuation Scheme 2015. The scheme is operated on a Pay-as-You-Go basis, with superannuation deductions made from employees being retained by the Institute as an agreed part of its funding.

The Institute also operates the Single Public Service Pension Scheme ("single Scheme"), which is the defined benefit scheme for pensionable public servants appointed on or after 1 January 2013 in accordance with the Public Service Pensions (Single Scheme and Other Provisions) Act 2012. Single Scheme members' contributions are paid over by the Institute to the Department of Public Expenditure and Reform (DPER).

Pension costs charged to expenditure in the year reflect the benefits earned by current employees during the year and are shown net of staff pension contributions which, in respect of (i) the Education Sector

Superannuation Scheme 2015, are retained by the Institute and (ii) the Single Scheme, are remitted to DPER. An amount corresponding to the pension cost is recognised as income.

Pension liabilities represent the present value of future pension payments earned to date. The retirement benefit funding asset represents future pension payments which will be paid by the Department of Education and Skills.

Actuarial gains or losses arising on scheme liabilities are reflected in the Statement of Comprehensive Income and a corresponding adjustment is recognised in the amount recoverable from the Higher Education Authority retirement benefit funding asset.

The financial statements reflect, at fair value, the assets and liabilities arising from the Institute's pension obligations in respect of its current staff only and any related funding. The costs of providing pension benefits are recognised in the accounting periods in which they are earned by employees. Pension liabilities in respect of former employees who are in receipt of pensions are excluded because pension payments are charged to the appropriation account of the Department of Education and Skills. The reduction in liability arising from members who retire during the year is reflected as an experience gain. Retirement benefit scheme liabilities are measured on an actuarial basis using the projected unit credit method.

Subsidiary staff are not part of the Public Sector scheme and each company operates its own private scheme.

b. Short-Term Benefits

Short-term benefits such as holiday pay are recognised as an expense in the year, and benefits that are accrued at year end are included in the Payables figure in the Statement of Financial Position. There is no accrual for holiday pay for Academic staff at year end due to the nature of their contracts.

k) Foreign Currency

Transactions in foreign currencies are recorded at the rate of exchange at the date of the transaction. Monetary assets and liabilities denominated in foreign currencies at the Statement of Financial Position date are reported at the rates of exchange prevailing at that date.

l) Leases

Assets held under finance leases, hire purchase contracts and other similar arrangements, which confer rights and obligations similar to those attached to owned assets, are capitalised as tangible fixed assets at the fair value of the leased asset (or, if lower, the present value of the minimum lease payments as determined at the inception of the lease) and are depreciated over the shorter of the lease terms and their useful lives. The capital elements of future lease obligations are recorded as liabilities, while the interest elements are charged to the profit and loss account over the period of the leases to produce a constant periodic rate of interest on the remaining balance of the liability.

Rentals under operating leases are charged on a straight-line basis over the lease term, even if the payments are not made on such a basis. Benefits received and receivable as an incentive to sign an operating lease are similarly spread on a straight-line basis over the lease term.

m) Deferred Capital Grants

Deferred capital grants represent unamortised value of accumulated funds allocated for fixed assets.

n) Reserves

Capital Development Reserve

The capital development reserve represents funds set aside by the Institute for specified capital development purposes. Such funds arise from Student Registration Fees, non-state capital donations, banking facility fees and transfers from Revenue Reserves, in the latter case, which have had the prior approval of the Higher Education Authority, together with bank interest earned on these monies. Such funds shall be retained in the Capital Development Reserve Account provided the defined projects to which they are committed are in line with the Institute's Capital Development plan, have been approved by the Governing Body and are time phased and with estimates of costs.

2. Critical Accounting Judgements and Key Sources of Estimation

In the application of the Institute's accounting policies, which are described in note 1, the Governing Authority are required to make judgements, estimates and assumptions about the carrying amounts of assets and liabilities that are not readily apparent from other sources. The estimates and associated assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised if the revision affects only that period, or in the period of the revision and future periods if the revision affects both current and future periods.

Critical Judgements in Applying the Institute's Accounting Policies

The following are the critical judgements, apart from those involving estimations (which are dealt with separately below), that the Governing Body has made in the process of applying the Institute's accounting policies and that have the most significant effect on the amounts recognised in the financial statements.

a) Retirement Benefit Obligation

The assumptions underlying the actuarial valuations for which the amounts recognised in the financial statements are determined (including discount rates, rates of increase in future compensation levels and mortality rates) are updated annually based on current economic conditions, and for any relevant changes to the terms and conditions of the pension and post-retirement plans.

The assumptions can be affected by:

- (i) The discount rate, changes in the rate of return on high-quality corporate bonds
- (ii) Future compensation levels, future labour market conditions

b) Holiday Pay

The holiday pay accrual is calculated by reference to the days' holidays outstanding at the year end. Academic staff do not require an accrual at year end due to the nature of their contract.

c) Property, Plant and Equipment

Depreciation is calculated based on estimates and assumptions on the useful economic life and expected residual value of the asset.

3. State Grants

	Allocated for Recurrent Expenditure €000's	Allocated for Capital Expenditure €000's	2019 Total €000's	2018 Total €000's
Recurrent Expenditure – HEA	48,891	3,360	52,251	50,506
Capital Grant – HEA	248	652	900	900
Total 2019	49,139	4,012	53,151	51,406
Total 2018	48,462	2,944	51,406	

4. Tuition Fees and Student Contribution

	2019				2018			
	Students WTE	State Funded	Non State Funded	Total	Students WTE	State Funded	Non State Funded	Total
		€000's	€000's	€000's		€000's	€000's	€000's
Fees paid by State	6,859	5,749	-	5,749	7,144	5,621	-	5,621
Non EU Fees	199	24	1,258	1,282	127	22	986	1,008
Fees paid by Students or on behalf of Students	941	635	989	1,624	813	500	1,270	1,770
Life Long Learning and other fees	1,827	502	5,336	5,838	1,718	194	5,314	5,508
Student Contribution inc repeat exam fees		9,997	12,972	22,969		10,594	12,283	22,877
	9,826	16,907	20,555	37,462	9,802	16,931	19,853	36,784
Allocated to Capital		-	-	(5)		-	-	(9)
		16,907	20,555	37,457		16,931	19,853	36,775
Transfer to Capital Development Reserve		-	-	(1,002)		-	-	(4,828)
Student Numbers/Net Fee Income	9,826	16,907	20,555	36,455	9,802	16,931	19,853	31,947

The Higher Education Authority paid tuition fees in the year of €5.189m for fees and €560k for Springboard/ICT Skills, the total costs of which are part funded by the European Social Fund. SUSI paid student contribution fees in the year of €9.464m in 2019 (€9.872m in 2018).

Student numbers are stated as whole time equivalents based on enrolled credits.

Capital Items of €5k have been charged against Student Contribution and in 2018 €9k have been charged against Life Long Learning.

5. Research Grants and Contracts

	2019 Total €000's	2018 Total €000's Restated
Income		
State HEA	946	315
State Other	7,507	6,927
Other	7,993	7,272
Dividend	60	30
Allocated to Capital	(355)	(398)
	16,151	14,146
Expenditure		
Pay Costs	6,913	6,729
Non Pay Costs	8,421	6,447
Depreciation Non State	99	87
	15,433	13,263
Net Outcome	718	883
Transfer to CDR	-	(99)
Transfer to Reserve	(16)	-
Transfer from CDR – Non State Asset	-	5
Transfer from CDR to Expenditure	344	36
Surplus for the year	1,046	825

Included in the Research Grant and Contract Income is an amount of €1.727m in respect of overhead recovery. The balance represents direct costs recovered for research work undertaken. The HEA paid grants towards Research & Development of €1,008k in 2019 (€722k in 2018).

6. Analysis of State Derived Income

Name of Grantor	Op Deferral 01/09/18 €000's	Grant received €000's	CL Deferral 31/08/19 €000's	I&E 2019 €000's
Note 3 - State Grant				
HEA	615	52,436	(553)	52,498
Allocated for Capital Expenditure	-	-	-	(3,359)
State Income	615	52,436	(553)	49,139
Note 4 - Tuition Fees and Student Contribution				
HEA	-	5,749	-	5,759
Fáilte Ireland	-	-	-	-
State – Other	-	1,694	-	1,694
SUSI	-	9,464	-	9,464
Tuition fees and student contribution	-	16,907	-	16,907

6. Analysis of State Derived Income (continued)

Name of Grantor	Op Deferral 01/09/18 €000's	Grant received €000's	CL Deferral 31/08/19 €000's	I&E 2019 €000's
Note 5 - Research Grants & Contracts				
Bord Iascaigh Mhara	5	20	(17)	8
Cork County Council	(41)	83	4	46
Cork Institute of Technology	29	5	2	36
Cork City Council	(5)	42	(7)	30
Irish Coastguard	-	-	-	-
Cork City Partnership	-	-	-	-
Department of Agriculture & Food	47	589	(13)	623
Department of Defence	2	-	5	7
Department of Education & Skills	(35)	132	13	110
Department of Foreign Affairs	-	3	(3)	-
Department of Rural & Community Dev	-	43	(22)	21
Enterprise Ireland	539	2,852	(420)	2,971
Environmental Protection Agency	217	763	75	1,055
Electricity Supply Board	68	-	-	68
Education Training Board	-	48	-	48
Fáilte Ireland	-	1	-	1
Higher Education Authority	440	1,008	(502)	946
Health Services Executive	-	-	-	-
IDA Ireland	-	-	66	66
Irish Research Council	74	155	(55)	174
Leargas	19	-	-	19
Marine Institute	(23)	14	24	15
University College Cork	190	60	(38)	212
National Transport Authority	-	-	-	-
National Forum for Teaching & Learning	(5)	5	4	4
National Centre for Excellence in Mathematics & Science Teaching & Learning	22	15	(31)	6
Office of Public Works	-	-	-	-
National Disability Authority	(6)	-	13	7
Quality and Qualifications Ireland	17	4	(21)	-
Sustainable Energy Ireland	(59)	229	39	209
Science Foundation Ireland	569	1,112	(374)	1,307
Teagasc	(8)	276	11	279
Technological Higher Education Association	-	-	-	-
University College Dublin	-	-	-	-
University of Limerick	(25)	29	173	177
Institutes of Technology – Other	(6)	14	-	8
Tyndall	22	-	(22)	-
Research Grants & Contracts	2,047	7,502	(1,096)	8,453

6. Analysis of State Derived Income (continued)

Name of Grantor	Op Deferral 01/09/18 €000's	Grant received €000's	CL Deferral 31/08/19 €000's	I&E 2019 €000's
Note 7 - Student Support Funding				
HEA	86	919	(323)	682
Allocated for Capital Expenditure	-	-	-	(30)
Student Support Funding	86	919	(323)	652
Note 8 – Other Income				
Galway Mayo Institute of Technology	-	(87)	-	(87)
Faite Ireland	-	2	-	2
Other Income	-	(85)	-	(85)

7. Student Support Funding

	Disabilities €000's	2019 Student Assistance €000's	Total €000's	2018 Total €000's
Balance at 1 September	17	69	86	71
Receipts				
Higher Education Authority	440	479	919	647
Amounts Applied				
Pay Costs	101	-	101	85
Non Pay Costs	143	408	551	554
Total Expenditure	244	408	652	639
Equipment	(30)	-	(30)	7
Balance at 31 August	183	140	323	86

Funding is provided by the Higher Education Authority under the National Development Plan and is part funded by the European Social Fund.

8. Other Income

	2019 Total €000's	2018 Total €000's Restated
Superannuation deductions retained	3,761	3,695
State Other	(87)	224
Rental of Facilities	11	45
Sundry Income	491	573
Student Services Company Limited	<u>2,594</u>	<u>2,668</u>
	6,770	7,205
Transfer to CDR	(200)	(200)
Net Outcome	<u>6,570</u>	<u>7,005</u>

The income from the CIT Student Services Company Limited is generated from the provision of a mini market, bistro, shop and canteen services to the students of CIT.

9. Staff Costs

The average number of persons (including senior post-holders) employed by the Institute during the year, expressed in full time equivalent is:

	2019 No. of employees	2018 No. of employees
Teaching and research	746	737
Technical	138	135
Central administration and services	<u>302</u>	<u>262</u>
	<u>1,186</u>	<u>1,134</u>

	2019 €000's	2018 €000's Restated
Salaries and wages	68,708	65,499
Overtime	1,249	1,034
Allowances	110	107
Employer Costs	5,738	5,816
Subsidiaries	<u>1,906</u>	<u>1,902</u>
	<u>77,711</u>	<u>74,358</u>

Salaries includes basic pay to all contracted staff (full time and part time). It includes academic part-time payments to hourly paid academic staff and other hourly paid casual part-time staff, such as exam invigilators and student casual labour.

Overtime relates to administrative and support staff and includes the following payments to academic staff: exam correcting, exam appeals and review panels. It also includes academic part-time hourly payments to full-time staff that have undertaken hours over their contracted hours.

Allowances includes Service pay, Tool and Forklift allowances, Interview Board payment and Honoraria.

9. Staff Costs (continued)

Key Management Compensation

For the purpose of this note, key management personnel in the Institute includes the President, members of the Executive Board and members of the Governing Body.

	WTE	2019 Salary €000's	Allowances €000's	WTE	2018 Salary €000's	Allowances €000's
Governing Body Members	-	-	24	-	-	17
Executive Board	11	1,216	-	8	888	-
	11	1,216	24	8	888	17

Post-employment benefits of key management staff

All members of the executive management team are members of the Institute scheme. The pension scheme is a defined benefit final salary pension arrangement with benefits and contributions defined by reference to current "model" public sector scheme regulations only.

President salary and benefits

	WTE	2019 Salary €000's	Overtime/ allowances €000's	WTE	2018 Salary €000's	Overtime/ allowances €000's
President	1	158	-	1	152	-

The President is a member of the Institute scheme. The pension scheme is a defined benefit final salary pension arrangement with benefits and contributions defined by reference to current "model" public sector scheme regulations only.

Termination Payments

No termination payments were paid to any staff of the Institute.

Higher Paid Staff

The Institute has adopted a starting value of €60,000 to identify higher paid staff. Staff remuneration, in salary bands of €10,000, using €60,000 as the starting value, is as follows:

Salary Bands	Consolidated Year Ended 31 August 2019	Institute Only Year Ended 31 August 2019	Consolidated Year Ended 31 August 2018
60,000 - 70,000	120	118	132
70,001 - 80,000	123	122	137
80,001 - 90,000	220	220	188
90,001 - 100,000	50	50	37
100,001 - 110,000	17	17	12
110,001 - 120,000	2	2	2
120,001 - 130,000	-	-	-
130,001 - 140,000	-	-	-
140,001 - 150,000	-	-	-
> 150,000	1	1	1
Grand Total	533	530	509

The overall figure for employer pension contribution in the year was €90k (€135k in 2018).

10. Operating Expenses

	2019			Total €000's	2018
	Pay Costs €000's	Depreciation €000's	Other Operating Expenses €000's		Restated Total €000's
Academic Departments	55,199	1,284	4,750	61,233	58,975
Academic Services	2,533	568	1,321	4,422	3,673
Facilities	1,540	1,182	5,572	8,294	7,775
Central Admin	8,265	1,474	3,596	13,335	12,953
General Education	535	-	383	918	789
Student Services	2,625	215	3,749	6,589	6,430
Student Support Funding	101	-	551	652	640
Research Grants & Contracts	6,913	1,369	7,581	15,863	14,051
Total Expenditure	77,711	6,092	27,503	111,306	105,286
Total 2018	74,358	5,979	24,929	105,266	

Analysis of Other Operating Expenditure	Consolidated 2019 €000's	Consolidated 2018 €000's Restated
	Materials & other Consumables	4,528
Library Materials	241	272
Computer Costs	1,237	1,008
General Education	2,699	2,388
Services to Students	1,041	948
Project Partners	1,414	885
Equipment	1,546	1,779
Premises Costs	6,315	6,240
Travel & Subsistence	2,237	1,946
Hospitality	234	157
Personnel Costs	1,470	1,214
Professional Fees	2,177	1,233
Auditors Remuneration	136	122
Legal Costs	(5)	363
Communications	195	249
Stationery & Office Materials	601	582
General Advertising & Publicity	833	520
Insurance	490	445
Movement in Bad Debt Provision	(201)	(40)
Finance Costs	213	231
Loss on Asset Disposal	15	-
Other	87	185
	27,503	24,929

The 2018 figures are restated to reflect the exclusion of intercompany transactions between CIT and CIT Student Services Company Ltd.

10. Operating Expenses (continued)

Other Operating Expenses include

	2019 €000's	2018 €000's
Auditors Remuneration		
Audit of Institute by the C&AG	35	33
Internal Audit Services provided by a 3 rd Party	74	52
External Audit of Subsidiaries	17	16
Internal Audit of Subsidiaries provided by a 3 rd Party	10	21
	136	122
	2019 €000's	2018 €000's
Travel & Subsistence		
Travel: Domestic	1,389	1,127
Travel: International	848	819
	2,237	1,946
	2019 €000's	2018 €000's
Hospitality		
Hospitality: Staff Events	7	22
Hospitality: Student Events	73	67
Hospitality: Other External	154	68
	234	157
	2019 €000's	2018 €000's
Legal Costs		
Legal Costs: Professional Fees	(20)	348
Legal Costs: Settlements	15	15
	(5)	363
	2019 €000's	2018 €000's
Professional Fees		
Professional Fees: IT	287	170
Professional Fees: Tax & Financial Advisory	65	96
Professional Fees: Public Relations/Marketing	67	65
Professional Fees: Engineers	936	392
Professional Fees: Other	822	599
	2,177	1,322

11. Taxation

Cork Institute of Technology and all its Subsidiaries with the exception of CIT Innovation Centre DAC are exempt from Corporation Tax under a charitable status order.

CIT Innovation Centre DAC has a liability of €8k for Corporation Tax for the year.

12. Financial Result for the Year

The surplus for the year on continuing operations is made up as follows:

	2019 €000's	2018 €000's
Institute surplus for the year	4,643	7,688
Surplus generated by subsidiaries and other undertakings	103	40
	<u>4,746</u>	<u>7,728</u>

13. Property, Plant and Equipment

Consolidated

	Land & buildings €000's	Fixtures & fittings €000's	Computer equipment €000's	Plant & machinery €000's	Furniture & equipment €000's	Motor Vehicles €000's	Total €000's
Cost							
At 1 September 2018	147,234	8,593	11,696	7,965	17,030	362	192,880
Additions in year	1,738	293	1,486	587	561	5	4,670
Disposals in year	-	(3)	(616)	(11)	(716)	(40)	(1,386)
At 31 August 2019	148,972	8,883	12,566	8,541	16,875	327	196,164
Depreciation							
At 1 September 2018	56,554	7,633	10,273	5,122	15,992	356	95,930
Charge for year	3,649	339	969	393	737	5	6,092
Eliminated on disposals	-	(3)	(617)	(7)	(708)	(37)	(1,372)
At 31 August 2019	60,203	7,969	10,625	5,508	16,021	324	100,650
Net book value							
At 31 August 2019	88,769	914	1,941	3,033	854	3	95,514
At 1 September 2018	90,680	960	1,423	2,843	1,038	6	96,950

Lease commitments at 31 August 2019 amounted to €3.630m (2018 - €4.299m).

The Institute holds and maintains a historical building that houses the Crawford College of Art and Design. As this is used for operational purposes, it is accounted for as a fixed asset, rather than a heritage asset.

The Institute maintains a Visual Art Collection to enhance the teaching environment but this is not considered a heritage asset.

13. Property, Plant and Equipment (*continued*) – in respect prior year

Consolidated

	Land & buildings €000's	Fixtures & fittings €000's	Computer equipment €000's	Plant & machinery €000's	Furniture & equipment €000's	Motor Vehicles €000's	Total €000's
Cost							
At 1 September 2017	147,889	10,934	12,349	6,521	19,232	362	197,287
Additions in year	310	191	1,095	1,471	380	-	3,447
Disposals in year	(965)	(2,532)	(1,748)	(27)	(2,582)	-	(7,854)
At 31 August 2018	147,234	8,593	11,696	7,965	17,030	362	192,880
Depreciation							
At 1 September 2017	53,814	9,696	11,328	4,695	17,885	351	97,769
Charge for year	3,705	468	641	454	706	5	5,979
Eliminated on disposals	(965)	(2,531)	(1,696)	(27)	(2,599)	-	(7,818)
At 31 August 2018	56,554	7,633	10,273	5,122	15,992	356	95,930
Net book value							
At 31 August 2018	90,680	960	1,423	2,843	1,038	6	96,950
At 1 September 2017	94,075	1,238	1,021	1,826	1,347	11	99,518

Lease commitments at 31 August 2018 amounted to €4.299m (2017 - €563k).

The Institute holds and maintains a historical building that houses the Crawford College of Art and Design. As this is used for operational purposes, it is accounted for as a fixed asset, rather than a heritage asset.

The Institute maintains a Visual Art Collection to enhance the teaching environment but this is not considered a heritage asset.

13. Property, Plant and Equipment (continued)

Institute Only

	Land & buildings €000's	Fixtures & fittings €000's	Computer equipment €000's	Plant & machinery €000's	Furniture & equipment €000's	Motor Vehicles €000's	Total €000's
Cost							
At 1 September 2018	147,229	7,000	11,522	6,873	17,855	363	190,842
Additions in year	1,738	125	1,470	587	538	6	4,464
Disposals in year	-	(3)	(613)	(11)	(716)	(40)	(1,383)
At 31 August 2019	148,967	7,122	12,379	7,449	17,677	329	193,923
Depreciation							
At 1 September 2018	56,553	6,441	10,175	5,121	15,700	357	94,347
Charge for year	3,649	258	944	393	691	5	5,940
Eliminated on disposals	-	(3)	(613)	(7)	(708)	(37)	(1,368)
At 31 August 2019	60,202	6,696	10,506	5,507	15,683	325	98,919
Net book value							
At 31 August 2019	88,765	426	1,873	1,942	1,994	4	95,004
At 1 September 2018	90,676	559	1,347	1,752	2,155	6	96,495

Lease commitments at 31 August 2019 amounted to €3.630m (2018 - €4.299m).

The Institute holds and maintains a historical building that houses the Crawford College of Art and Design. As this is used for operational purposes, it is accounted for as a fixed asset, rather than a heritage asset.

The Institute maintains a Visual Art Collection to enhance the teaching environment but this is not considered a heritage asset.

13. Property, Plant and Equipment (*continued*) – in respect prior year

Institute Only

	Land & buildings €000's	Fixtures & fittings €000's	Computer equipment €000's	Plant & machinery €000's	Furniture & equipment €000's	Motor Vehicles €000's	Total €000's
Cost							
At 1 September 2017	147,884	9,383	12,179	6,520	18,981	363	195,310
Additions in year	310	149	1,091	380	1,456	-	3,386
Disposals in year	(965)	(2,532)	(1,748)	(27)	(2,582)	-	(7,854)
At 31 August 2018	147,229	7,000	11,522	6,873	17,855	363	190,842
Depreciation							
At 1 September 2017	53,813	8,673	11,249	4,694	17,598	352	96,379
Charge for year	3,705	299	622	454	701	5	5,786
Eliminated on disposals	(965)	(2,531)	(1,696)	(27)	(2,599)	-	(7,818)
At 31 August 2018	56,553	6,441	10,175	5,121	15,700	357	94,347
Net book value							
At 31 August 2018	90,676	559	1,347	1,752	2,155	6	96,495
At 1 September 2017	94,071	710	930	1,826	1,383	11	98,931

Lease commitments at 31 August 2018 amounted to €4.299m (2017 - €563k).

The Institute holds and maintains a historical building that houses the Crawford College of Art and Design. As this is used for operational purposes, it is accounted for as a fixed asset, rather than a heritage asset.

The Institute maintains a Visual Art Collection to enhance the teaching environment but this is not considered a heritage asset

14. Subsidiary Undertakings and Investments

The Institute holds an interest in the following subsidiaries and joint ventures:

Subsidiary Undertakings

CIT Student Services Company Limited was incorporated by the Institute in 1994 for the purpose of provision of shop and canteen services to students. It is a company limited by guarantee and not having share capital. The company is a wholly owned subsidiary.

	2019 €000's	2018 €000's
Profit for the financial year	76	18
Net Assets	499	814

CIT Innovation Centre DAC, t/a The Rubicon, was established in August 2004 and is the on campus incubation centre for the Institute. The company is a wholly owned subsidiary.

	2019 €000's	2018 €000's
Profit for the financial year	48	5
Net Assets	128	96

CIT Foundation Limited was established by the Institute in July 2007 to raise funds and receive donations. It is a company limited by guarantee and not having share capital. The company is a wholly owned subsidiary.

	2019	2018
	€000's	€000's
Profit/(Loss) for the financial year	(27)	(6)
Net Assets	278	304

Cosmos Education Limited was established by the Institute in January 2008 for the purpose of delivering educational, research and training services through the operation of a scientific, educational and cultural exhibition in Blackrock Castle Observatory Cork. It is a company limited by guarantee and not having share capital. The company is a wholly owned subsidiary.

	2019	2018
	€000's	€000's
Profit/(Loss) for the financial year	6	8
Net Assets	13	7

CIT Infinite DAC was established by the Institute in December 2015 to manage CIT's interest in a horizontal Internet of Things testbed called INFINITE. The company is a wholly owned subsidiary. The company did not trade in the financial period.

CIT Consortium Projects DAC was established by the Institute in August 2017 to allow CIT apply for funding under the Regional Enterprise Development Fund, a fund managed by Enterprise Ireland. The company did not trade in the financial period. The company is a wholly owned subsidiary.

Joint Ventures

GAC Training and Service Solutions Limited (GTSS) was established in February 2010 and is in the business of commercial training in the maritime areas of oil, gas, chemicals and traded commodities. CIT's investment comprises 25,000 shares and this represents a 50% shareholding with GAC Shipping UK Limited who hold the other 50% shareholding.

Seftec NMCI Offshore Training Limited (SNO) was established in February 2010 and is in the business of providing courses and consultancy to the offshore and maritime industry both in Ireland and abroad. CIT's investment comprises 25,000 shares and this represents a 50% shareholding with SEFTec Global Training Ireland Limited who hold the other 50% shareholding.

Campus Companies

The Institute holds minority shareholdings in a number of campus companies. The carrying value of such investments in the Institute financial statements are €1,957.31, made up as follows.

Shareholding %	Company	Nature of Business	Amount €
10	nSilico	Bioinformatics Software	153.84
4.41	Adventamed	Medical Devices	120.00
9.52	AudioSourcRE	Audio Source	1.18
10	Showguider	Event Management Software	833.00
10	Tip Tap Tap	Educational Technology	643.00
7.44	Predictive Control Systems	Energy Optimisation Software	206.29
3.24	OrthoXel	Medical Device	0.00

14. Subsidiary Undertakings and Investments (continued)

Investments

	Consolidated		Institute	
	2019 €000's	2018 €000's	2019 €000's	2018 €000's
Investments held are as follows:				
At 1 September	212	217	50	50
Disposal	-	-	-	-
Movement of investments	330	(5)	2	-
At 31 August	542	212	52	50

15. Receivables

	Consolidated		Institute	
	2019 €000's	2018 €000's Restated	2019 €000's	2018 €000's
Trade Receivables	869	1,037	831	955
Research grants and contracts receivable	4,238	2,974	4,230	2,955
State Grant receivable	1,702	1,250	1,702	1,250
Academic fees receivable	1,880	2,202	1,880	2,202
Prepayments	578	297	548	305
Other receivables	348	241	341	351
	9,615	8,001	9,532	8,018

The restatement in 2018 relates to intercompany balances now showing under their relevant headings as opposed to one line as in previous years.

16. Cash and Cash Equivalents

	Consolidated		Institute	
	2019 €000's	2018 €000's	2019 €000's	2018 €000's
Cash at bank including balances held on Short term deposit	28,296	20,913	27,007	19,467
Long term deposit	5,000	7,000	5,000	7,000
	33,296	27,913	32,007	26,467

17. Payables: amounts falling due within one year

	Consolidated		Institute	
	2019	Restated 2018	2019	2018
	€000's	€000's	€000's	€000's
Trade payables	452	201	236	167
Research grants and contracts in advance	6,798	7,591	6,603	7,351
Fees received in advance	3,576	1,871	3,576	1,872
State grants received in advance	553	159	553	159
Accruals	7,693	6,701	7,552	6,697
Leases (note 18)	-	3	-	3
Other tax and social security in advance	2,269	2,128	2,235	2,079
Other payables in advance	1,014	1,079	1,014	1,079
Total Creditors	22,355	19,733	21,769	19,407

The restatement in 2018 relates to intercompany balances now showing under their relevant headings as opposed to one line as in previous years.

18. Lease Commitments

	Land & Buildings	Land & Buildings	Other	Other
	2019	2018	2019	2018
	€000's	€000's	€000's	€000's
Operating Leases				
Total future minimum lease payments under non-cancellable operating leases are as follows:				
Within 1 Year	467	467	-	3
Between 2 & 5 Years	1,721	1,772	-	-
Finance Lease				
Greater than 5 years	1,442	2,060	-	-
Total Commitments	3,630	4,299	-	3

The lease of the Firewall equipment expired in 2018. The Institute has two properties leased, one of which will expire on 30 November 2021 and the other on 31 August 2028.

19. Deferred Capital Grants

	Consolidated		Institute	
	2019 €000's	2018 €000's	2019 €000's	2018 €000's
At 1 September				
Opening Balance	95,831	98,233	95,773	98,168
Cash received in year				
Allocated from State recurrent grant	3,360	2,244	3,360	2,244
State Grant for Minor Capital works - DOES	652	700	652	700
Research Grants & Contracts	355	378	355	359
Tuition Fees - Self funding	5	9	5	9
Student Support	30	(7)	30	(7)
Funded from Capital Development Reserve	-	19	-	19
Total	4,402	3,343	4,402	3,324
Amortised to Income and expenditure in year				
Amortised in line with depreciation	(5,829)	(5,683)	(5,829)	(5,683)
Subsidiary company fixed assets - depreciation	(27)	(26)	-	-
Amount released on disposal of Fixed Assets	(14)	(36)	(15)	(36)
Total	(5,870)	(5,745)	(5,844)	(5,719)
At 31 August				
Closing Balance	94,363	95,831	94,331	95,773

20. Capital Development Reserve

	Consolidated		Institute	
	2019 €000's	2018 €000's	2019 €000's	2018 €000's
Opening Balance	12,308	7,233	12,308	7,233
Interest earned	7	9	7	9
Transfer from Student Development	1,002	4,828	1,002	4,828
Transfer from Other Income	200	200	200	200
Transfer from Research Grants & Contracts	6	99	6	99
Transfer to Expenditure	(344)	(36)	(344)	(36)
Capital Projects – State	-	(19)	-	(19)
Capital Projects – Non State	-	(6)	-	(6)
Closing Balance	13,179	12,308	13,179	12,308

Capital Reserve - Student Services Co Ltd

These funds were received previously following the closure of Trusts. This reserve is designated for future capital developments to benefit student welfare.

Restricted Reserve

€7k relates to a donation received by CIT to be used for the purpose of providing scholarship prizes in the area of Art Education. €10k relates to Cosmos Education and is monies set aside for the exhibition upgrade.

21. Capital Commitments

	Consolidated		Institute	
	2019 €000's	2018 €000's	2019 €000's	2018 €000's
Authorised but not contracted	2,350	4,734	2,350	4,734
	2,350	4,734	2,350	4,734

22. Related Parties

In the normal course of business, the Institute may enter into contractual arrangements with undertakings in which the Institute's Governing Body members are employed or otherwise interested. The Institute has adopted procedures in accordance with the Code of Governance of Irish Institutes of Technology in relation to the disclosure of interests by members of the Board and the Institute has complied with these procedures during the year.

23. Restatement of Prior year figures

The prior year has been restated to reflect the elimination of intercompany transaction with one of our Subsidiary Companies. This has resulted in a reduction in Other Income (Note 8) and Other Operating Expenses (Note 10). The amounts are not material and there is no effect on the reported surplus for the prior period.

24. Contingent Liabilities

There were no contingent liabilities existing at 31 August 2019.

25. Going Concern

The COVID-19 crisis has created major business challenges for all third level Institutions. The Institute in conjunction with the Department of Education and Skills, the Higher Education Authority and all third level entities is currently assessing the ongoing and projected impacts of this and these are being reported on regularly to the Governing Body. The Governing Body has conducted a review of the expected financial impact of COVID-19 and are satisfied that there is sufficient funding in the Institute to meet its liabilities as they fall due and to continue as a going concern. On this basis the Institute considers it appropriate to prepare financial statements on a going concern basis. Accordingly, these financial statements do not include any adjustment to the carrying amounts and classification of assets and liabilities that may arise if the Institute was unable to continue as a going concern.

26. Post Balance Sheet Events

Other than COVID-19 as per note 25, there were no other significant events since the balance sheet date which could have implications for these financial statements.

27. Proposed Merger with IT Tralee

On 12th February 2019, Cork Institute of Technology and IT Tralee made a submission for Technological University designation under Section 29 of the Technological Universities Act 2018 to the Minister for Education and Skills. The HEA established an International Panel to review the MTU submission. Following a panel review in May 2019 the Minister decided on the 29 September 2019 to postpone his decision for six months and outlined a number of conditions to be addressed through a supplementary submission to be made by March 2020.

Following submission of supplementary evidence, the Minister granted the application for designation as a technological university on 26 May 2020. The plan now is to establish the Munster Technological University on 1 January 2021 and commence the next phase of transforming strategy and planning into action to build a new institution to support and develop the regional recovery in a challenging economic climate.

The costs associated with this project included in the accounts for the year ended 31 August 2019 amount to €1,014k.

28. Retirement Benefit Costs

(i) Staffing

Retirement benefit obligations were accounted for the first time in the 2016/2017 financial statements. The opening position at 1 September 2016 was estimated by the actuary, based on market conditions at that time.

(ii) Description of Scheme

Institute Scheme

The pension scheme is a defined benefit final salary pension arrangement with benefits and contributions defined by reference to current “model” public sector scheme regulations. The scheme provides a pension (one eightieth per year of service), a gratuity or lump sum (three eightieths per year of service) and spouse’s and children’s pensions. Normal Retirement Age is a member’s 65th birthday, and pre 2004 members have an entitlement to retire without actuarial reduction from age 60. Pensions in payment (and deferment) normally increase in line with general public sector salary inflation. Deductions from staff are retained by the Institute.

Single Scheme

New entrant staff, employed by the Institute after 1 January 2013 are members of the Single Public Service Pension Scheme in accordance with Public Sector Pensions (Single Scheme and Other Provisions) Acts 2012. Deductions from staff salaries under the Single Scheme are transferred to the Department of Public Expenditure and Reform on a monthly basis in accordance with the act.

The Single Scheme is the occupational pension scheme for new-entrant public servants hired since 1 January 2013. It is a defined benefit scheme, with retirement benefits based on career-average pay.

The scheme generates pension credits and retirement lump sum credits for each scheme member. These money credits, known as “referable amounts”, accrue as percentages of pay on an ongoing basis. The referable amounts accrued each year are revalued annually until retirement in line with inflation increases (Consumer Price Index). The annual pension awarded on retirement is the cumulative total of a scheme member’s pension referable amounts, and the retirement lump sum awarded is, similarly, the total of the scheme member’s lump sum referable amounts.

Valuation

The valuation used for FRS 102 disclosures has been based on a full actuarial valuation by a qualified independent actuary taking account of the requirements of the FRS in order to assess the scheme liabilities at 31 August 2019. On retirement members’ pensions are paid by the National Shared Services Office on behalf of the Department of Education and Skills and the payments are charged to that Department’s appropriation account. Therefore, former employees of the Institute who are in receipt of a pension have been excluded from the valuation. The reduction in the liability arising from members who retired during the year is reflected as an experience gain and is separately identified in the liability reconciliation.

The principal actuarial assumptions used to calculate the components of the defined benefit cost for the year ended 31 August 2019 were as follows:

	31 August 2019	31 August 2018
Discount rate	0.90%	2.00%
Salary increases	2.55%	3.10%
Pension increases	2.05%	2.60%
Inflation rate	1.30%	1.85%

The mortality basis adopted allows for improvements in life expectancy over time, so that life expectancy at retirement will depend on the year in which a member attains retirement age (age 65). The number of members in the Scheme and the number of deaths are too small to analyse and produce any meaningful Scheme-specific estimates of future levels of mortality. Average future life expectancy according to the mortality tables used to determine the pension liabilities are:

	31 August 2019	31 August 2018
	Years	Years
Male aged 65	21.7 years	21.1 years
Female aged 65	24.1 years	23.8 years

(iii) **Analysis of total retirement benefit costs charged to the Statement of Comprehensive Income**

	31 August 2019	31 August 2018
	€'000	€'000
Current service cost	20,750	20,853
Interest on retirement benefit scheme liabilities	7,543	7,859
Past Service gain	(798)	-
Employee contributions / (benefits paid)	(4,267)	(4,060)
	23,228	24,652

(iv) **Movement in net retirement benefit obligations during the financial year**

	31 August 2019	31 August 2018
	€'000	€'000
Net retirement benefit obligation at 1 September	366,755	355,107
Net Current Service Costs	16,483	16,793
Employee Contributions	4,267	4,060
Interest costs	7,543	7,859
Benefits paid in period	-	-
Reduction in pension liabilities arising from retirements in the year	(14,557)	(12,511)
Experience loss /(gain) on liabilities	(4,211)	(5,211)
Changes in actuarial assumptions	54,775	658
Past Service Losses/(Gains)	(798)	-
	430,257	366,755
Split between:		
SPSPS	6,784	3,445
ESS	423,473	363,310

(v) **Deferred funding asset for retirement benefits**

The Institute is prescribed in S.I. No 581 of 2012 as a relevant authority for the purposes of the Single Scheme. It is the Institute's opinion (in accordance with Section 44 of the 2012 Act) that any liability in respect of the Single Scheme would be offset by an equivalent asset in respect of future state funding.

The Institute recognises amounts owing from the State for the unfunded deferred liability for retirement benefits relating to the Education Sector Superannuation Scheme 2015 on the basis of the set of assumptions described above and a number of past events. These events include the statutory basis for the establishment of the retirement benefit scheme, and the policy and practice currently in place in relation to funding public service pensions including contributions by employees and the annual estimates process. The Institute has no evidence that this funding policy will not continue to meet such sums in accordance with current practice.

The net deferred funding for retirement benefits recognised in the Statement of Comprehensive Income was as follows:

	31 August 2019 €'000	31 August 2018 €'000
Funding recoverable in respect of current year retirement		
Benefit costs	23,228	24,652
Benefits paid in year	-	-
	<u>23,228</u>	<u>24,652</u>

The deferred funding liabilities for retirement benefit as at 31 August 2019 amounted to €430,257,000.

(vi) **History of defined benefits obligations**

	2019 €'000	2018 €'000
Defined benefit obligations	430,257	366,755
Experience losses/(gains) on defined benefit scheme liabilities	4,211	5,211

29. Approval of Financial Statements

The financial statements were approved by the Governing Authority on 1 October 2020.



Nimbus Research Centre, CIT Bishopstown Campus



7. Other Information

Cork Institute of Technology

- 7.1 News & Events
- 7.2 Campus Development
- 7.3 Safety & Facilities Management
- 7.4 Contact Points

7.1 News & Events

1. John Halligan, TD, Minister of State for Training, Skills, Innovation, Research and Development, officially launched Space Week Ireland at CIT BCO on 3 September 2018.
2. The Good Start Student Induction Programme commenced on 3 September 2018.
3. The Project Spraoi Research Team in the Department of Sport, Leisure & Childhood Studies welcomed the Lord Mayor of Cork, Cllr Mick Finn, to CIT on 5 September 2018 as part of the Project Spraoi Research Forum on child health promotion.
4. The State of Maine Trade Mission delegation visited CIT on 11 September 2018 to discuss the existing CIT/Maine Community College System Student Exchange Program. They also visited the NMCI for an overview of the NMCI's marine education and training, and plans for NMCI to host the European Maritime Day and Seafest in 2020.
5. The CIT "Arts Fest" & Student Engagement Award exhibition 'Post' was launched in the James Barry Exhibition Centre on 12 September 2018 and featured selected graduates of Fine Art from CIT CCAD 2018: Susan Dolan, Aneta Sawicka, Anna Gallwey, and Kevin McDonald. The exhibition was curated by CIT CCAD 2017 graduate Wilhelmina Van der Bent.
6. CIT's City Centre Hub on Grand Parade turned red during the week of 17 September 2018 to mark the launch of a new brand "We are Cork" promoting all that is great about Cork.
7. The CIT Sports Clubs Day took place in the Nexus Hall on 18 September 2018.
8. The NMCI hosted a UAE/Gulf/Middle East Trade Mission visit on 19 September 2018 at the NMCI. A Memo of Understanding between the Federal Transport Authority - Land & Marine in the United Arab Emirates and CIT was signed.
9. The CIT Societies Day took place in the Nexus Hall on 19 September 2018.
10. The Official signing of CIT's Green Campus Registration for the Green Campus Award took place on 19 September 2018.
11. On 20 September 2018, the Rubicon Centre opened an Idea Generation Cube & Co-working Space.
12. A delegation from the DaNang University of Economics, Vietnam, visited CIT on 26 September 2018 and signed a Memo of Understanding in recognition of their interest in developing bilateral relations.
13. The Careers & Employability Fair 2018 took place in the Nexus and Sports Hall on 27 September 2018.
14. Dr Áine Ní Shé, Registrar & Vice President for Academic Affairs announced the creation of the Institute's new Student Mental Health & Wellbeing Policy on 28 September 2018.
15. CIT CSM formed a new creative partnership with the Crawford Art Gallery: 'Music at Middy' on 7 October 2018.
16. Building on the success of last year's CIT Engineering Roadshow, CIT's Engineering, Science & Technology Roadshow travelled to Midleton CBS, Coláiste an Chraoibhín, Fermoy, and Coláiste Pobail, Bantry on 9, 16 and 22 October 2018.
17. The CIT/UCC Joint Conferring Ceremony took place on 17 October 2018. 85 graduands obtained their parchments.
18. The Tourism & Hospitality Department hosted a Coffee Morning on 18 October 2018 in aid of the Neonatal Unit (NNU) at CUMH. A total of €1,869.37 was raised which went towards purchasing chairs for the Neonatal ward.
19. 80 participants from numerous disability services all over Cork came to the Athletics Stadium on 19 October 2018 to run or walk their first ever mile. 60 participants from the Rebel Run's main partner Down Syndrome Cork took on their very first own mile challenge on 22 October 2018.
20. Conferring of Degrees on students of CIT CSM took place on 23 October 2018. 85 graduands obtained their parchments.

21. Conferring of Degrees and Other Awards for the School of Mechanical, Electrical & Process Engineering, School of Science & Informatics, and the School of Building & Civil Engineering took place on 24 October 2018. There were three conferring sessions and 839 graduands obtained their parchments.
22. Conferring of Degrees and Other Awards for the School of Business took place on 25 October 2018. There were three conferring sessions and 951 graduands obtained their parchments.
23. Conferring of Degrees and Other Awards for the School of Humanities took place on 26 October 2018. There were two conferring sessions and 663 graduands obtained their parchments.
24. The Faculty of Business & Humanities Awards ceremony took place on 1 November 2018. This event celebrated the achievements of the best graduates from the Schools of Business and Humanities. 54 Awards were presented.
25. The Institute hosted a reception to welcome students from Endicott College, Boston, USA, on 1 November 2018.
26. The PLANT//CIT STEAM Exhibition Award ceremony took place on 5 November 2018. Artists featured included Geraldine McCarthy and Muireann Kelliher.
27. A new Study Abroad partnership with Endicott College, Boston was announced on 7 November 2018.
28. The annual NMCI Event and Open Day took place on 8 November 2018 and included over 900 visitors in attendance and approximately 60 representatives from shipping companies and maritime organisations.
29. The Annual Mass of Remembrance was held on 9 November 2018.
30. The CIT Annual Open Day took place between 16 - 17 November 2018.
31. On 26 November 2018 the Association of Nutrition approved the accreditation of the BSc (Hons) in Nutrition & Health Science (NHS) programme.
32. The MA in Art & Process Graduate Exhibition: Memories of a Nervous System opened on 19 November 2018 and featured Works by Francesca Castellano, Johanna Connor, Raphael Llewlyn, Sinéad Lucey, Anne Martin Walsh, Lar O'Toole, Ciara Rodgers, Mirte Slob, Breda Stacey, and Clare Scott.
33. The CIT Mature Student Information Evening took place on 22 November 2018.
34. The Musgrave Awards Presentation took place on 22 November 2018:
 - 7 students completed a 10 Credit module in Professional Retail Bakery
 - 22 students completed a 10 Credit module in Delicatessen Food Service
35. The Information Day for Guidance Counsellors took place on 28 November 2018.
36. On 30 November 2018 artist Vivienne Roche, graduate and former Governing Body member (1995-2000), formally donated two artworks to CIT - 'Every Thread Laid Bare: a Magdalene Memorial' and 'Laundry Mark'.
37. The Percussion Department at CIT Cork School of Music presented the third annual Christmas charity fundraiser for the CUH Children's Unit, 'Rhythm & Jingle', on 2 December 2018.
38. CIT signed an agreement with the Tavistock and Portman Foundation, London and the Bessborough Centre on 3 December 2018 to provide professionals working with children and families with an opportunity to train for a Certificate in Advanced Clinical Practice.
39. The annual Faculty of Engineering & Science Awards Ceremony took place on 4 December 2018 and attracted an audience of almost 350 attendees, including 60 industry sponsors, 68 awardees, a large cohort of CIT staff members, several members of Governing Body and many supporters of the students.
40. A formal submission for the Athena SWAN Bronze Award was made on 5 December 2018.
41. The annual Institute Prizegiving, honouring the outstanding graduates for 2018, took place on 10 December 2018. 23 awards were presented.
42. The BSc (Honours) in Nutrition & Health Science was accredited by the Association for Nutrition (AfN), which holds the UK Voluntary Register of Nutritionists (UKVRN) on 13 December 2018.

43. The Institute's Strategic Plan 2018-2023 was formally launched on 13 December 2018.
44. The Governing Body approved a Policy and Procedure for Exit and Embedded Awards in CIT Taught Degree Programmes and Policy on Revocation of CIT Awards on 13 December 2018.
45. The Presentation of Certificates to Pfizer Groups took place on 14 December 2018.
46. The launch of the Merck (Millipore) Prize for Academic Excellence in Chemical Engineering took place on 14 December 2018.
47. The President formally launched the first phase of TACIT (Teaching and Assessment at CIT) guides together with the new 'In at the Deep End - Starting to Teach at CIT' resource for early career lecturers on 9 January 2019.
48. The final CIT Engineering, Science & Technology Roadshow for 2018-2019 academic year took place in the Nexus Centre on 14 January 2019.
49. I WISH Campus Week in CIT took place between 14 - 18 January 2019. Over 80 transition year students attended.
50. CIT hosted a visiting delegation from Haaga-Helia University of Applied Sciences, Finland, on 17 and 18 January 2019.
51. A delegation from the South African Technology Network (SATN) was welcomed to CIT on 21 January 2019.
52. The regional finals of the VEX IQ Robotics Competition took place in the Nexus Centre on 22 and 23 January 2019. There were approximately 500 primary school children, parents, and teachers in attendance.
53. On 1 February 2019, Tech giants Dell EMC, VMware, IBM, McKesson, Poppulo, and Apple teamed up with CIT for a unique Irish event, CIT Advance, designed to encourage and empower young women along their technology career path.
54. Cork Malaysian Culture Night 2019, organised by the CIT International Student Society, took place on 2 February 2019 at the CIT CSM Curtis Auditorium.
55. The CIT Park and Ride trial was launched on 5 February 2019.
56. Stryker presented a defibrillator to CIT on 8 February 2019.
57. 65 CIT Sport Scholarships were awarded across 14 different sport categories on 11 February 2019. Legendary Irish athlete, Rob Heffernan, was the guest of honour on the evening.
58. CIT BCO hosted the French Ambassador to Ireland, Mr Stéphane Crouzat, and a delegation of French students studying in CIT on 11 February 2019.
59. On 13 February 2019, CIT and IT Tralee submitted a formal application to the Minister for Education and Skills to seek designation as the Munster Technological University (MTU).
60. Conferring of Degrees and other Awards took place at the Spring Conferring in NMCI on 14 February 2019. 92 graduands obtained their parchments which included 6 PhDs.
61. Over 600 primary and second-level school students participated in the VEX IQ Robotics Competition (primary school) and the VEX EDR Robotics Competition (second-level students) which took place in the Nexus Hall between 14 - 15 February 2019.
62. The CIT Annual Postgraduate Fair took place on 19 February 2019.
63. A Safety Week Campaign organised by the Students' Union took place between 21 - 27 February 2019.
64. Litter Free Week organised by the Student Energy & Environmental Society took place between 25 February - 1 March 2019.
65. CIT's Inaugural International Women's Day Conference - Empowering Women to Lead took place on 4 March 2019.
66. Innovation Week took place between 4 - 9 March 2019, comprising of 40 events with over 1,900 attendees.

67. CIT hosted a public talk by Fr Peter McVerry titled 'The Housing and Homelessness Crisis' on 6 March 2019.
68. A new Staff Portal 'Workvivo' was launched by IT Services on 6 March 2019.
69. Members of the CIT BCO team were guests at the Áras an Uachtaráin 'Women in Science' reception on International Women's Day, 8 March 2019. The team included BCO's Clair McSweeney, Danielle Wilcox, Frances McCarthy, and Dr Niamh Shaw along with Josette O'Mullane from the Innovation & Enterprise Office.
70. CIT hosted a visit from the Thai Ambassador on 11 March 2019 who was accompanied by his colleagues from the Royal Thai Embassy.
71. 'A Healthy CIT' and Da Silly Heads organised a two-day Mental Health event titled 'Stigma is Silly' between 12 – 13 March 2019. Speakers included former Armagh football star Oisín McConville, Valerie Mulcahy, winner of ten All-Ireland Ladies Football medals with Cork, and professional boxer and European bronze medallist Eric Donovan.
72. CIT's LGBT* Society launched Ireland's first instructional handbook on how to set up Gay/Straight Alliances or Gender & Sexuality Alliances in second-level schools on 20 March 2019. The handbook was launched to students and staff of Cork second-level schools by Lord Mayor Cllr Mick Finn in Cork's Millennium Hall.
73. CIT Careers Service & CIT Students' Union hosted a 'Prepare for Brexit' event targeted to Final Year & Postgraduate students on 20 March 2019. The keynote speaker was Jonny Holland, former Munster Rugby professional and Performance Nutrition and Coach.
74. The Lean Innovation Centre in Cork University Hospital was formally launched on 21 March 2019 by CEO J.A. McNamara who acknowledged the significant support of the CAMMS Centre.
75. The Ukrainian Ambassador paid a courtesy visit to CIT on 22 March 2019.
76. CIT co-hosted the National Skills Competition with Dublin Institute of Technology in the RDS, Dublin, between 23 - 24 March 2019. Over 10,000 people attended the event, including President Michael D. Higgins who met and congratulated apprentices from all over Ireland.
77. On 26 March 2019, CIT, in partnership with the Tomar Trust, made the announcement to grant Sanctuary Scholarships to asylum seeker and refugee students wishing to pursue an undergraduate degree course in CIT from September 2019.
78. On 27 March 2019, the annual Student Societies & Activities Award Ceremony was held in the Nexus Centre to acknowledge the voluntary contribution of students involved in organising Societies' events and activities throughout the year. The Special Guest was CSM graduate Molly Lynch, founder of the CIT Musical Society in 2010 and now working as an Actor & Singer in the West End.
79. A group of CIT staff members climbed Ireland's highest mountain Corrán Tuathail on 29 March 2019 to raise funds for the Jack O'Driscoll Fund.
80. CIT's BCO and Dark Sky Ireland were jointly awarded a Special Award from the International Astronomical Union for the Dark Skies for All project on 30 March 2019. A schedule of educational events was hosted to celebrate Earth Hour 2019 with Cork City's Lord Mayor launching the Dark Skies Ireland programme of events.
81. Over 3,300 Transition Year students from 35 schools attended the annual CIT TY Experience Day on 2 April 2019.
82. The Department of Marketing & International Business hosted the annual Marketing Institute of Ireland Student Challenge on 3 April 2019.
83. The Cork Prison Service and Dillon's Cross Project 'Lecture Series' began on 3 April 2019 with a lecture by Mr Pádraig Trehy, CCAD Fine Art, titled 'An Introduction to Film Language' at Cork Prison. Further lectures were given throughout April and May 2019 by Janet Reid, CCAD Department of Arts in Health & Education, Michael Hourihan, School of Mechanical, Electrical & Process Engineering, Dr Helen McGuirk, Hincks Centre for Entrepreneurship Excellence, Gerard O'Donovan, Head of Faculty Business and Humanities, Dr Sharon Lawton, Access Service, and Marian Quinn, Department of Sport, Leisure & Childhood Studies.
84. SciFest, the largest second-level STEM exhibition event in Ireland, took place in CIT on 5 April 2019. An Tánaiste Simon Coveney TD opened the event which had entries from over 250 pupils from 34 schools across Munster. Caomhán Budhlaeir and Illan Wall, students from Presentation Brothers College, Cork, won the 2019 SFI Best Project Award.

85. CIT BCO hosted the 'How Dark Is My Sky' event as part of the 2019 Cork Lifelong Learning Festival on 5 April 2019.
86. CIT's Emergency Response Team hosted a Voluntary Emergency Services Day in the Nexus Centre on 6 April 2019. The event brought together various services including Coastguard/RNLI, Cave and Mountain Rescue, Ambulance, Search and Rescue Dogs, Radio and Communications, and the Red Cross.
87. CIT BCO, as part of Cork Lifelong Learning Week, hosted a workshop by Georgia McMillan from Friends of Ballycroy National Park and members of the Cork Sky Friendly Campaign on light pollution on 8 April 2019.
88. As part of the Cork Lifelong Learning Festival, a workshop on 'Entrepreneurial Skills Training for Over 65s' was held in the Rubicon Centre on 9 April 2019. The workshop was organised in conjunction with the Hincks Centre for Entrepreneurship Excellence as part of the SmARtEST (Smart Ageing and Renewal through Entrepreneurial Skills Training) research project.
89. The launch of the 'My Education My Future' exhibition was held in the James Barry Exhibition Centre on 9 April 2019. 68 pieces of artwork by second-level school students from access linked schools were showcased.
90. The Head of the Faculty of Social and Community Services from Humber College, Ontario, Canada, Derek Stockley visited CIT to meet with the International Office on 9 April 2019.
91. High School Counsellors from Sri Lanka visited CIT and met with the International Office on 9 April 2019.
92. The students from BA (Hons) in Theatre & Drama Studies presented a show titled 'Platform Solos' on 10 April 2019.
93. The Lord Mayor of Cork, Councillor Mick Finn, launched the 'Learning City Conversations – International Ideas in Action' seminar in Triskel Christchurch on 11 April 2019.
94. On 11 April 2019, CIT CCAD launched a new four-year, full-time BA (Honours) in Photography with New Media degree programme for students commencing in September 2019.
95. The 33rd Cork Mechanical, Manufacturing and Biomedical Engineering Exhibition took place in the Nexus Centre on 11 April 2019 with 250 projects exhibited on the day. The event included a display of Vintage and Classic Vehicles organised by retired CIT staff member Dan Kelleher. Some of the companies and groups who supported the student engineering research projects included Boston Scientific, Firebird, Sustainable Energy Authority of Ireland, ABP, NIMBUS Research Centre, Clean Technology Centre, Irish Pioneer Works, and MeSSO Research.
96. Seán Kelly, MEP, held a public meeting on Climate Action in the Rory Gallagher Theatre on 12 April 2019. Speakers included representatives from the Irish Farmers' Association, the Irish Wind Energy Association, and the Irish Bioenergy Association.
97. A presentation of the Compendium from the recent Professorial Lecture Series to the respective CIT Professors was held in the Council Room on 12 April 2019.
98. Mr Ophir Kariv, Ambassador of Israel to Ireland, visited CIT on 12 April 2019 to hear about the studies and research currently being conducted in CIT.
99. The President, Dr Barry O'Connor welcomed the Minister for Finance & Public Expenditure and Reform, Paschal Donohue, and the Tánaiste, Simon Coveney TD, to CIT on 12 April 2019.
100. The Mountain View High School Chamber Orchestra from San Francisco USA, Cork Light Orchestra & Cork ETB Youth Choir held a concert in the Curtis Auditorium in CIT CSM on 14 April 2019.
101. The Tánaiste Simon Coveney TD launched the CIT Academic Strategy on 15 April 2019 which took place in the NMCI. He also participated in the presentation of a STEM Graduate Achievement Award to Commodore Michael Malone, Flag Officer Commanding, Irish Naval Service.
102. CIT hosted a visit from Rector Prof. Mustafa Çufalı of Zonguldak Bülent Ecevit University in Turkey on 15 April 2019.
103. The CIT Annual Sports Awards Ceremony took place on 29 April 2019.
104. The final VEX Robotics competition of the season was hosted in CIT on 30 April 2019. Over 3,500 primary/second-level school students, along with their parents, teachers, and Dell volunteers have been welcomed to CIT during the VEX season.

105. Staff in NMCI took part in the TodayFM Dare to Care campaign and put on their dancing shoes for Dancers to Cancer on 30 April 2019.
106. Student art teachers from the CIT/UCC joint programme Professional Master of Education (Art & Design), launched an exhibition titled 'On the Same Page' in The Gallery, No. 46 Grand Parade, on 1 May 2019.
107. A historic Memo of Understanding between Cope Foundation and CIT was signed on 1 May 2019.
108. The CIT CSM's Symphony Orchestra, Junior Choirs, Senior Choir, Youth Choir and Fleischmann Choir opened the 2019 Cork International Choral Festival with a performance in the City Hall on 1 May 2019.
109. A CAO Information Session was hosted on the Bishopstown Campus on 2 May 2019 and was attended by several hundred prospective students and their parents.
110. The CIT Staff Choir performed in the Clayton Hotel as part of Afternoons in the Atrium for the 2019 Cork Choral Festival on 5 May 2019.
111. On 7 May 2019, CIT received the news that it was to be awarded the coveted Athena SWAN bronze award.
112. The launch of the latest edition of 'Access, the Student Voice' took place in the James Barry Exhibition Centre on 8 May 2019. This edition featured 10 students who shared their personal educational journeys.
113. The annual THEA Colloquium was held in the Berkeley Centre on 8 May 2019 and explored 'The Future of Undergraduate Technological Higher Education'.
114. The Inaugural Seminar Series for the School of Science and Informatics was held in the Council Room between 10 – 17 May 2019. Speakers included: Dr Declan O'Connor, Department of Mathematics, Dr Caitriona Guinane, Department of Biological Sciences, Dr Donna O'Shea, Department of Computer Science, and Dr Ambrose Furey, Department of Physical Sciences.
115. The Department of Marketing & International Business hosted a talk by Liam Long (European Commission staff interpreter) on 10 May 2019 on career opportunities in EU institutions.
116. The NMCI hosted the Cork Branch of the Institute of Guidance Counsellors on 10 May 2019.
117. The Staff Social Society organised a CIT Charity Giving Day to participate in projects such as decorating and gardening for the Cork Life Centre between 11 – 25 May 2019.
118. CIT welcomed over 80 Transition Year students on 13 May 2019 for the 2019 Engineering Your Future programme – a week-long, hands-on programme designed to give Transition Year students a meaningful, practical, insight into the exciting and diverse world of engineering at third-level.
119. CIT raised the rainbow flag on 13 May 2019 as part of the 9th Cork LGBTI+ Awareness Week.
120. The Conversations on Teaching and Learning Summer Programme was held between 13 – 17 May 2019. Organisations involved included the Association for Higher Education and Disability, European Mentoring and Coaching Council, School of Policy and Practice at the Institute of Education (St. Patrick's Campus), DCU, Griffith College and CIT's Disability Support Services, Extended Campus, Biological Sciences, and the Teaching Learning Unit.
121. CIT hosted representatives from The Botswana International University of Science & Technology, University of Pretoria, South Africa, and Universidad del Rosario, Colombia, on 15 May 2019 during a week-long visit as part of the Erasmus+ European Union programme.
122. Jim Daly TD, Minister of State at the Department of Health, launched the Health Innovation Hub Ireland (HIHI) in CIT on 20 May 2019.
123. A graduation ceremony for Cope Foundation students was held in CIT on 20 May 2019.
124. The launch of Cyber Ireland by Minister David Stanton, TD, was held on 20 May 2019. This was a landmark development for CIT as the national headquarters of Cyber Ireland cluster.
125. The President hosted a courtesy visit from the Swiss Ambassador to Ireland, Mr Louis-José Touron, on 20 May 2019.

126. The quarterly Industrial Internet Consortium (IIC) conference took place in CIT on 20 May 2019 with approximately 150 representatives from member companies of the IIC in attendance.
127. A cheque for €15,289.46 was presented by the CIT Students' Union to Jack O'Driscoll following fundraising in aid of The Jack O'Driscoll Fund on 20 May 2019.
128. The Technological University Advisory Panel visited CIT between 22 – 24 May 2019.
129. The Industrial Internet Consortium hosted a Smart Manufacturing Forum in the Berkeley Centre on 23 May 2019 in partnership with two research centres of Science Foundation Ireland, CONFIRM and I-Form.
130. As part of the 2019 Cork Midsummer Festival, CIT CCAD hosted the 'STATE OF PRINT' exhibition in The Gallery, 46 Grand Parade between 23 May – 13 June 2019.
131. An exhibition of work from students who completed part-time courses in Drawing, Painting, Ceramics, Textiles and Photography at CIT CCAD in 2019 was held in The Gallery, 46 Grand Parade between 23 – 30 May 2019.
132. Over 80 primary school pupils attended the 'Challenge Science' Camp at the Department of Physical Sciences' laboratories on 28 May 2019.
133. The CIT CCAD annual Degree Show – BOLD (which featured works by final year students of the BA (Hons) in Visual Communications and BA (Hons) in Creative Digital Media) & DISMANTLE (which featured works by final year students of the BA (Hons) in Fine Art and BA (Hons) in Contemporary Applied Art) launched on 30 May 2019.
134. The annual Cork Primary Schools Sports Day was held at the Athletics Track and Sports Stadium on 30 May 2019 with over 4,500 participants and spectators on campus.
135. Students of Architectural Technology & Interior Architecture hosted an end-of-year show 'UNPACKED' in The Architecture Factory on 5 June 2019. The exhibition was opened by Pat Kirwan, Associate, BIM & BREEAM AP, Henry J Lyons Architects.
136. 'T.R.A.C.E.S.', an end of year collection of works in glass, stitch, print and photograph was hosted in The Gallery, 46 Grand Parade on 6 June 2019 by 3rd Year CIT CCAD Contemporary Applied Art students.
137. The Access Service in association with UCC+ hosted Xperience Day for first year students from CIT's linked DEIS schools on 6 June 2019.
138. The CIT/Cork Prison Programme Awards Ceremony was hosted in Cork Prison on 6 June 2019.
139. 'Dismantle', the Fine Art and Applied Art Degree Exhibition, was hosted in the Sharman Crawford Street Campus between 7 – 14 June 2019. The exhibition was officially opened by Ms Dee Forbes, Director General RTÉ.
140. Student Inc., the CIT-led accelerator for student entrepreneurs, launched across three campuses in Munster for the first time ever on 10 June 2019.
141. Palestinian representatives from universities and technical institutes visited CIT as part of a study tour of governance in HEIs including academic governance on 12 June 2019.
142. Alsa Productions presented 'Tall Tail' in the Stack Theatre, CIT CSM, between 14 – 15 June 2019.
143. The Crawford Art Gallery hosted Cruinniú na nÓg, a National Day of Creativity in Children on 15 June 2019.
144. Nineteen CIT CSM staff, graduates and students performed in UCC's Aula Maxima for Vanbrugh & Friends, the National String Quartet Foundation's annual gala concert on 15 June 2019.
145. The East Winds Symphonic Band from Pennsylvania, USA, gave a concert in the Curtis Auditorium on 17 June 2019.
146. The Continuing Education Handbook 2019/2020 was launched by Mr Ray Loughheed, Chair, Marketing Institute of Ireland (Cork Branch) on 17 June 2019.
147. The European First Year Experience Conference (EFYE) 2019 was hosted in CIT over 3 days beginning on 17 June 2019 and included over 140 sessions, with over 350 participants. It was the first time the EFYE conference came to Ireland.

148. A delegation from Shanghai including representatives from Shanghai Finance Bureau, Shanghai Technology Entrepreneurship Centre, Shanghai Jiading Advanced Technology Innovation and Education Centre visited CIT on 18 June 2019.
149. His Excellency Dr Rizal Sukma, Ambassador of the Republic of Indonesia to the United Kingdom, Ireland and the International Maritime Organisation (IMO), visited CIT as part of Asia Matters on 24 June 2019.
150. CIT co-hosted an event with CDK Global Ireland on 25 June 2019 to announce the launch of Ireland's first Level 8 Honours Degree in Automotive Business Management and Technology.
151. The Faculty of Engineering & Science hosted an event titled 'STEMming your Talent Issues – Next Steps' in Vertigo at Cork County Hall on 28 June 2019.
152. The 50th Anniversary of the Apollo 11 Moon Landing was celebrated at CIT BCO on 15 July 2019. The event was broadcast live on RTÉ 1.
153. As part of Cork Craft Month, The Gallery at 46 Grand Parade hosted an exhibition titled Emerge, curated by Enid Conway, on 1 August 2019.
154. CIT hosted a visit from various Japanese Government officials as part of WorldSkills Ireland on 2 August 2019.
155. The Student GAA Club officially launched their new Support Diversity and Inclusion Logo for the 2019/20 Academic Year on 29 August 2019.
156. The Mature Student Orientation Session took place on 29 August 2019 with over 100 mature students in attendance.
157. On 30 August 2019 the Department of Media Communications teamed up with RTÉ, and Television Mobiles (TVM) which is an outside broadcasting company based in Bartlemy, Co. Cork, to create the Certificate in Television Production.

7.2 Campus Development

1. CIT Arena



Description

The CIT Arena multipurpose building is to be used for 3 main functions namely; sports and fitness; arts and culture; and academic/education. The proposed building is 3,500 sqm incorporating a full 8 court sports hall; a full cardio/weights gym; changing facilities; and a number of multi-functional/project rooms.

Project Status:

The project was on hold for a number of years and given the go ahead at the end of 2018. The Design team were re-engaged and the detailed design stage was completed. The project is currently at tender stage.

2. LRC Learning Resource Centre



Description:

The proposed building is a 6,750 sqm standalone building consisting of lecture rooms, classrooms, seminar rooms, learning café, study spaces and offices, located to the east of the 1974 Main Building.

Project Status:

The project was approved for inclusion in Bundle 1 of the 3rd level PPP in October 2017. The Design team consultation commenced in June 2018. Planning Permission, Fire Safety and Disability Access Certificate applications have all been lodged. Start on site date is Q1 2021 but this depends on the progress of the other projects within Bundle 1.

3. Campus Masterplan Review and Update



Description

Reddy Architecture was appointed to carry out a review of the masterplan and map out the strategic options available for physical development of the Institute for the next 10 years including a review of the parking and commuter plan.

Project Status:

The draft masterplan review was presented in early 2019 with a view to presenting the final report Q3 2019.

4. 1974 Building: Phase 2 Roof Upgrade Works



Description

The project involves the upgrade of Phase 2 of the 1974 Building roof. The roof is over 40 years old and requires a full replacement. Phase 1 was replaced in 2014, and Phase 2 during summer 2019. 33% of the roof completed at this stage.

Project Status:

Work carried out during summer 2019, complete by September 2019.

5. 1974 Building: Mechanical Works



Description

The project involved the replacing of the underground heating pipes and the internal water mains in the 1974 Building, and installing these above ground. The work was detailed and tendered in 2019 and could only be carried out during the summer.

Project Status:

Work carried out during summer 2019, complete by September 2019.

6. 1974 Building: Various Classroom Upgrades



Description

The project includes the following:

- Classroom upgrades (6 no.)
- Fire door upgrade (36 no.)
- Refurb of Male Toilet B216
- New flooring and painting to C162
- Painting of IT2.1:- T2.2:- T2.3
- Full Refurb C148 and C248

Project Status:

Work carried out during summer 2019, complete by September 2019.

7. 1974 Building: D260 Office upgrade



Description

The project consisted of a full refurbishment of office D260, a large 18-person office. Work included mechanical, electrical upgrade, new flooring, furniture and construction of a small meeting room within the room.

Project Status

Work carried out during summer 2019, complete by September 2019.

8. Replace Boilers in the Berkeley Building



Description

The project involved the full replacement of the boilers in the Berkeley (Library/IT) Building with cascade-controlled boilers and a direct hot water boiler upgrade.

Project Status

Work carried out during summer 2019, complete by September 2019.

9. G Block Façade Works Phase 2



Description

Following an inspection report carried out on the building, recommendations were made to carry out remedial works to replace all vertical plywood battens at cladding joints with powder coated metal profiles, and replace all timber compromised by rot and treat all remaining timber.

Project Status

Work carried out during summer 2019, complete by September 2019.

10. Upgrade Lighting



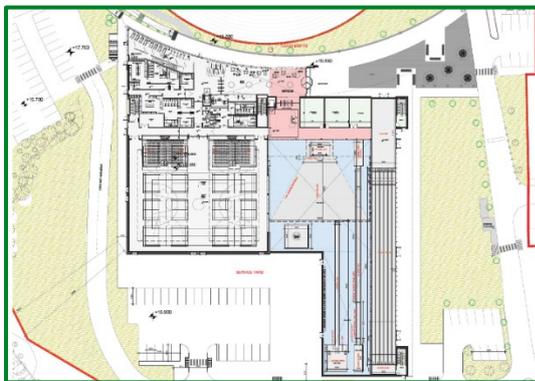
Description:

Project to upgrade lighting in the IT Computer rooms and C Block to more energy efficient LED lighting.

Project Status

Work carried out during summer 2019, complete by September 2019.

11. LSSIF High Performance Athletics Centre



Description:

Application made to the Department of Transport, Tourism & Sport by Athletics Ireland and CIT for funding under the Large Scale Infrastructure Fund (LSSIF) for a High performance Athletics Centre (extension to the CIT Arena), and resurfacing of the outdoor running track.

Project Status

Application submitted April 2019. Currently awaiting decision on application.

7.3 Safety & Facilities Management

In 2018/19 several significant health and safety projects were progressed.

- Prepared a tender and engaged the services of a specialist engineering, health, and safety consultancy company to carry out a detailed audit of the maintenance of all safety critical systems and equipment at the NMCI. This project came about because of ongoing issues with equipment and record documentation at NMCI. The audit findings were presented in quarter 1 of 2019. The audit report has necessitated the preparation of an Action Plan to close out recommendations from the report. A second tender process was initiated to support the closure process; follow up work on this plan is ongoing.
- Prepared a tender and engaged the services of first aid response services for activities carried out outside normal hours at CIT (after 5pm weekdays, Saturdays) when the voluntary Emergency Response Team is not available to provide First Aid cover. These services were put in place in 2018.
- Prepared a tender and engaged the services of a specialist consultancy company to carry out a full survey of CIT's building areas to establish the presence or otherwise of Asbestos Containing Materials in all buildings. The completed surveys and reports were issued in May 2019.
- Prepared a tender and procured replacement Automated External Defibrillators at CIT Bishopstown Campus in quarter 1 of 2019.
- Prepared a tender and engaged the services of a specialist consultant to carry out a risk assessment of all areas at CIT with a potential risk of explosion and to prepare an Explosion Protection Document for the Institute. This work began in May 2019, the first draft report is due in December 2019.
- Commenced the CIT Emergency Preparedness and Response Process. CIT staff members attended a summit on Emergency Planning and following on from this, extensive preparatory meetings have been held with stakeholders to aid in the development of initial structures for emergency planning. These works progressed well. Ongoing development of systems continues.
- An upgrade of the Electrical Workshops in A-Block was initiated. Designs to enhance safety features and work environment and developed by technical and lecturing staff formed the framework for the works.
- An upgrade to the Metal Fabrication Workshop and external storage areas at CCAD to enhance safety of the work environment commenced.

Price Waterhouse Coopers, with full cooperation of CIT employees, carried out an Audit of the CIT Safety Management Systems in 2018 and issued a report. Work on the implementation of the recommendations of this report is ongoing.

The President conducted a safety tour in the CIT CCAD in December 2018. The tour provided an opportunity to enhance the culture of safety within the place of work and learning through interaction and discussion with employees and students.

A health, safety, and insurance seminar was organised and delivered by CIT's insurers, Irish Public Bodies. The event highlighted the importance of safety and the duty of care owed. High levels of interaction and discussion highlighted an appetite for engagement by the CIT stakeholders in attendance.

The Buildings & Estates Office undertook a review of departmental risk assessments for maintenance and cleaning staff. Updated documentation was communicated to the relevant team members.

Display Screen Equipment workstation assessments were carried out for a number of specific employees in various departments.

Safety Training

Health and Safety Training was provided as follows

- Forklift Driver training for staff in NMCI
- Manual Handling Training for maintenance and cleaning staff in Buildings & Estates

- Training for 'Designers in the Construction Regulations' for Project Managers in Buildings & Estates
- First Aid Responder (FAR) training for staff in CIT CCAD, CIT CSM, CIT BCO, and Examination Invigilators
- First Aid Refresher training for Examination Invigilators
- Health and Safety and Fire Marshal Training for Student Leaders
- Health and Safety training for first year students in Tourism & Hospitality
- Advanced CPR training for ERT members
- Emergency First Responder training for new ERT members

CIT Accidents/Incidents from September 2018 – August 2019

Accident/Incident Report Document 01/09/2018 to 31/08/2019							
Month	Accidents	First Aid Box (included with Accidents)	Accidents which were HAS reportable	Incidents (medical events/ near miss)	Potentially Life Threatening	Ambulance Callouts	ERT Callouts
September	5	2	0	4	1 medical incident	1	6
October	10	8	1	5	0	1	9
November	14	7	1	8	0	0	14
December	2	0	0	6	0		7
January	2	0	0	2	1 medical incident	1	3
February	6	0	1	5	0	0	7
March	4	3	0	3	0	0	3
April	3	2	1	6	0	1	5
May	2	2	0	0	0	0	0
June	0	0	0	0	0	0	0
July	3	1	0	1	0	0	2
August	0	0	0	1	0	0	1
Total	52	25	4	41	2	4	57

A total of 52 accidents were reported of which 25 were classed as First Aid Box (FAB). These were minor accidents which were treated at the scene with no further action required i.e. sterile dressing applied to a small wound or Watergel applied to a minor burn. There were also 41 incidents reported, these would be described as Medical related events or Near Misses where no injury occurred.

The total of 93 accidents and incidents combined shows a maintenance of the reduced numbers from the previous year.

CIT Safety Committee

Safety Committee meetings were scheduled at regular intervals throughout this period.

7.4 Contact Points

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