



UNIVERSITY  
*of*  
LIMERICK  
OLLSCOIL LUIMNIGH

# ANNUAL REPORT 2013 2014





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This Annual Report covers the period 1 October 2013 to 30 September 2014.

It is also available on the UL website



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## A PIONEERING UNIVERSITY CHANCELLOR'S STATEMENT

*“Education is not a preparation for life; education is life itself.”*

The University of Limerick, although a relatively young university, is well embedded in the life of the nation as an educational institution of excellence for the modern generations of Irish people, as well as so many foreign students. The dynamic forces of leadership and commitment, evident since the University's foundation, have resulted in the finest campus in the country (at least) with faculties of a high and increasing reputation nationally and internationally.

The present Governing Authority commenced its five year term of office on 1st December, 2012. Eight Governing Authority committees were established to support the work of the Authority. These committees comprise members of the Authority, staff of the University, as well as members external to the University with the required expertise. The committees play a key role in the consideration and analysis of proposals and make recommendations to the Governing Authority on matters of strategy and policy. The broad range of matters addressed by the Governing Authority in the period under review is listed elsewhere in this report, and I will just refer briefly to a few.

The examination and adoption of the University's budget strategy for the academic year 2014/2015 was of particular importance given the challenges faced in maintaining and developing the University's educational mission in a period of funding restrictions and ever increasing cutbacks, while at the same time ensuring that a balanced budget was delivered. This was achieved.

A key success in the period was the drawdown of the first tranches of the long-term loan funding from the European Investment Bank to enable delivery of the University's Capital Development Plan 2014-2018. This source of funding, when combined with other sources, will support the construction of a much needed extension to the Glucksman Library, clinical education and research facilities as well as expansion and refurbishment of the campus over the next few years. The Governing Authority approved the conditions for acceptance of this vital loan funding. As part of the University's Capital Development Plan, the Governing Authority also approved funding plans for the Munster Training Centre, Visitor Centre, University Arena Sport Extension and Smarter Travel.

Its human resources are the key resource of the University and in this regard the Governing Authority approved a variety of related policies during the period and made a range of important appointments.

As indicated above, the University continues to make great strides in developing its depth and scope as an institute of great learning. New facilities have been added to our world-class campus and its diverse student body has grown to over 13,000 students. The range and

volume of research achievements continue to grow apace, and its reputation, as a consequence, is continuously enhanced. We were delighted to welcome the news in Autumn 2014 that UL was to be awarded the Sunday Times University of the Year for 2015. Our leading position in graduate employability, strong research commercialisation, the successful completion of the €52m Bernal Project in science and engineering and a rising academic performance were among the reasons for the Award.

In conclusion I would like to acknowledge the voluntary and whole-hearted commitment of all my colleagues on the Governing Authority, not only as members of the Authority, but as members of its hardworking committees. I would like to express a special thank you to President Don Barry, for his continuing and effective leadership. I express my appreciation also to the staff, students and friends of the University who have worked in a consistent and dedicated fashion to assist the University in achieving its objectives.

Each year, without exception, is a building block in the development of the University as an educational institution of distinction. Due to the commitment of all those referred to, I believe the year 2013/14, notwithstanding the difficult economic and financial climate, has added great value to the success of the University and forms part of the foundation for continued success in the future.

*Hon Mr Justice John L. Murray*

Chancellor

## **PRESIDENT'S STATEMENT**

I am delighted to present this Annual Report of the University of Limerick for the Academic Year 2013-14.

This Report outlines the Universities position and highlights our achievements during the academic year 2013/14 which was another very successful and productive year for the University.

One of the great strengths of the University of Limerick is its commitment to collaboration. I see collaboration as a multi-level concept. It involves working together across disciplines, departments and faculties within the University as well as collaborating with other universities, research bodies, institutes of education, corporations and public institutions, nationally and internationally.

A strong sense of local connection to our communities is a defining feature of the University of Limerick, and I fully appreciate that we have a responsibility to promote economic, educational, social and cultural development, particularly in the Shannon region. I recognise that a modern university must be connected to the global research and learning environment to fully realise its ambitions.

Internationalisation, both as a way of thinking and in the implementation of specific actions, will form a central component of our strategic activities. It will be reflected in both our programme content and our research activities, and we will continue to internationalise our student body and staff.

The University of Limerick is fortunate to enjoy the active engagement of a wide network of individuals, organisations and supporters and partners both at home and abroad. Their help has been critical to our success and I salute their civic-mindedness.

I believe the University of Limerick can help shape a better future for all us and I welcome your interest and support.

Go raibh mile maith agaibh.

**Professor Don Barry**

President

## GOVERNING AUTHORITY

The University of Limerick was established by the University of Limerick Act, 1989 as amended by the Universities Act, 1997 and operates in accordance with these pieces of national legislation. Overall authority for the affairs of the University is vested by the State in the Governing Authority of the University of Limerick, which is appointed in accordance with the Universities Act, 1997. The Corporate Secretary is Secretary to the Governing Authority.

During the period under review, the Governing Authority:

- Noted progress reports from the President on the implementation of Pioneering & Connected – Strategic Plan 2011-2015. The context within which the University’s new Strategic Plan would operate was noted also;
- Approved the drawdown of two tranches of loan finance from the European Investment Bank in support of the University’s Capital Development Plan 2014-2018;
- Approved HEA Harmonised Financial Statements for Y/E 30 September 2013;
- Approved the University Budget Submission for AY2014/15;
- Approved a revised University of Limerick Code of Governance to ensure alignment with the 2012 National Code of Governance for Irish Universities;
- Approved a Statement of Governance & Internal Control for the Financial Year Ended 30 September 2012;
- Approved internal audit and external audit plans; approved a number of internal audit reports; monitored the roll out of Risk Management to the Divisions and Faculties; reviewed the status of internal audit recommendations; approved the engagement of an external expert to undertake a review of the governance of internal audit and governance of risk management;
- Noted ‘Fit for Purpose Reviews of Capital Projects’ including the Tierney Building, UL Boathouse, Graduate Entry Medical School and Quigley Residences, Pavilion and All Weather Pitches Development;
- Approved funding plans and concept design for the Munster Training Centre, Visitor Centre; funding plans for the University Arena Sport Extension – 25m swimming pool, Smarter Travel Project and acquisition of lands relevant to the strategic development of the campus;
- Approved arrangements between UL and Plassey Trust Company (PTC) for the Thomond Village buyback;
- Noted a number of briefings on Quality Peer Reviews in both academic and support areas;
- Appointed Professor Edmond Magner as Dean, Faculty of Science & Engineering and Professor Alison Perry as Dean, Faculty of Education & Health Sciences, both for three-year terms. Re-appointed Dr Mary Shire as Vice President Research for a second term of five years;
- Approved staff appointments and promotions;
- Appointed to the Chairperson of the Campus Development Committee and agreed appointments to fill vacancies on other University committees and boards;
- Approved a Policy & Procedures for Student Dignity & Respect, a Fixed Asset Disposal Policy and a Travel & Subsistence Policy;
- Approved HR related policies in the following areas: Sabbatical Leave, Workplace Dignity & Respect and Flexible Working Hours Scheme.
- Considered CAO undergraduate intake levels for AY2013/14 and CAO applications for AY2014/15;

- Approved the award of Honorary Doctorates.

### List of Governing Authority Members 1 October 2013–30 September 2014

Chancellor: The Hon Mr Justice John L Murray Professor Sean Arkins Professor Don Barry Ms Berni Brady Mr Fintan Breen <i>(elected November 2013)</i> Professor Merritt Bucholz <i>(elected May 2014)</i> Ms Lilly Carroll <i>(succeeded by Mr Seamus Noonan, June 2014)</i> Professor Vincent Cunnane <i>(elected May 2014, resigned September 2014)</i> Ms Breda Deedigan Dr Eoin Devereux Mrs Kay Doyle Professor Colum Dunne	Ms Neasa Fahy O'Donnell Mr John Field Professor Thomas Garavan <i>(resigned March 2014)</i> Mr Martin Hayes Professor Michael A Hayes Mr Michael Houlihan Mr Tadhg B Kearney Cllr Kathleen Leddin <i>(succeeded by Cllr Michael Sheahan, June 2014)</i> Mr Richard Leonard Ms Trish Long Professor Paul McCutcheon Dr Seán McGrath Ms Catriona Ní Dhonnchú, <i>(Succeeded by Mr Shane McCormack, June 2014)</i>	Ms Gráinne O'Connell Mr John O'Connell Mr Bobby O'Connor Dr Máirtín Ó Droma Mr David O'Flynn Ms Emma Porter <i>(Succeeded by Mr Tommy Bolger, June 2014)</i> Dr Wynette Redington Mr Pat Rockett Cllr John Sheahan <i>(succeeded by Cllr Jerry O'Dea, June 2014)</i> Dr Peter Tiernan Ms Judith Woodworth
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Attendance at Governing Authority meetings and expenses incurred are set out in Appendix 1



## HONORARY DEGREES

During the year in review, one honorary degree was conferred as follows:

### **Harry E. McKillop - Doctor of Economic Science**

*Conferred on the 9th February 2014*

Of strong Irish heritage, Mr Harry McKillop was born and raised in the U.S and served as a naval officer aboard the USS Phoenix in the Pacific during World War II. He is an accomplished airline executive by profession and his family originally came from Ballycastle on the north-eastern coast of Ireland and went to the US in the 1890s.

Mr McKillop's humanitarian campaigns began dramatically in 1969 when he directed and managed the massive logistics of a high-profile trip of the wives of American Prisoners of War to Vietnam to provide supplies and relief to US POWs there. While the supplies never made it through to the American POWs, a strong message to the world did. More importantly, the POWs themselves heard of the effort, and for them it was a critical sign of caring and hope, and sparked renewed will to make it the rest of the way.

Mr McKillop has supported a wide range of initiatives across the island of Ireland, including cross-community projects in Northern Ireland. Mr McKillop has given extensive service to the University of Limerick through his membership of the Board of the UL Foundation, the philanthropic body dedicated to supporting the University in the achievement of its mission. He has visited the campus frequently and provided guidance with regard to significant ventures and future planning for the University, acting as an advocate for the University in his considerable network of contacts in the business, industrial and political worlds and providing support for a range of initiatives on campus, including the development of the Foundation, medical research and cultural events. Mr. McKillop was one of three pioneering visionaries who created the world's first Industrial Airport at Alliance Texas, working with Mr Ross Perot and Mr Ross Perot Jr to turn thousands of acres of farmland and disused dockyards into a thriving distribution and e-commerce centre, creating thousands of new jobs and building new residential communities with billions of dollars in new investment and economic impact. He has actively supported a wide range of new investment and development projects in Ireland and is at this time promoting similar development and renewal initiatives in Ireland.

## ACADEMIC

The Vice President Academic & Registrar is the senior academic officer and assumes responsibility for all matters pertaining to the academic function of the University.

### ACADEMIC COUNCIL

During the course of the year under review Academic Council approved the following programmes:

- Certificate in Teaching, Learning and Scholarship
- Diploma in Supply Chain Management
- Bachelor of Arts in Applied Policing
- Bachelor of Arts in Early Childhood Practice
- Bachelor of Science in Paramedic Studies (Conversion)
- Bachelor of Technology in Aircraft Maintenance and Operations
- Graduate Certificate in Global Health and Development
- Graduate Certificate in Posture, Seating and Wheelchair Mobility Across the Life Course
- Graduate Diploma in Peace and Development
- Higher Diploma in Software Development for Middleware Integration
- Specialist Diploma in Aviation Leasing and Finance
- Master of Arts in Critical Irish Studies
- Master of Arts in Creative Writing
- Master of Science in Advanced Materials
- Master of Science in Biomedical Device Materials
- Master of Science in Digital Business
- Master of Science in Physiotherapy (Professional Qualification)
- Master of Science in Sport, Exercise and Performance Psychology
- Master of Science in Supply Chain Operations
- Professional Masters in Education Art and Design with Digital Media and Pedagogies
- Professional Diploma in Accounting (part-time, evening)

### Springboard/ICT Skills Programmes

In March 2014 the Higher Education Authority (HEA) on behalf of the Department of Education and Skills, re-launched Springboard, one of a number of State initiatives providing education and training opportunities to support unemployed people. In addition, a call for proposals under the ICT Skills Initiative was made by the HEA in 2014 in response to the increasing need to accelerate the number of qualified persons available for work in the growing ICT sector in Ireland. UL was successful in securing 188 places under both of these programmes.

### Mathematics for “out of field” Teachers (DoES)

In 2013, UL successfully secured a competitive funding contract valued at circa €5 million over three years. A second cohort of 200+ students enrolled in 2014.

## **FACULTY OF ARTS, HUMANITIES AND SOCIAL SCIENCES**

The Faculty of Arts, Humanities and Social Sciences (AHSS) continued their mission to create knowledge and a better world through quality teaching, commitment to research and a strong emphasis on the role of debate and discussion in the development of knowledge and analytical skills.

The Faculty is home to the following five academic units:

- Department of History
- Department of Politics and Public Administration
- Department of Sociology
- School of Languages, Literature, Culture and Communications
- School of Law

During the reporting period, AHSS undertook a range of activities and generated a variety of outputs which taken together embody significant contributions to the University's strategic plan, Pioneering and Connected.

### **Key activities:**

During the period under review AHSS staff published 25 ISI articles and 20 books with prestigious publishers.

A new Research Cluster was established during the reporting period, the Cluster for Understanding Emotions in Society, an interdisciplinary grouping. It has developed a busy programme as well as useful external networks.

### **STOP Transphobia and Discrimination Report**

The Faculty hosted the launch of the STOP Transphobia and Discrimination Report by the Transgender Equality Network and the organisation of this launch by the Cluster for Understanding Emotions in Society underlines the way that research interests in the campus can contribute to wider social relationships. Several members of the Faculty serve on National Bodies. Amongst these is Dr. Ruan O'Donnell from the History Department who was reappointed as a commission of the Irish Manuscripts Commission. Different members of the Faculty contributed to the President of Ireland's Ethics initiative. In conjunction with the Ethics Initiative, colleagues organised two conferences in UL, both in June, one on Ethical Journalism and the second Critical Pedagogy in the Contemporary Irish University.

### **Irish Studies Summer School**

This year's AHSS Irish Studies Summer School was attended by 87 International Students. Meanwhile the 6th UL Winter School on Social Science Research Methods attracted non-Irish students for the first time. Key high profile external visitors to the Faculty included the former Premier of Queensland, Robert Borbidge, Prof Johnathan Wolf, University College London, and Professor Brendan Kane of the University of Connecticut, each of whom offered guest lectures.

### **Student Journals**

The Faculty supports several student journals including Socheolas, The Ogham Stone literary journal, and History Studies as well as Limerick Voice, a paper distributed in and directed at local communities in Limerick.

### **Awards and research funding**

Dr Caitlin Ryan and Dr Gavin Wilk were shortlisted in 2013 for the Winter Excellence in Teaching Award,

During the year the Faculty enrolled 38 PhD students, a record total for the Faculty.

Yvonne Cleary for the School of Culture and Communication won an award from the Conference of the Scholarly Society in her field for an article she contributed in Volume 42 of the Journal of Technical Writing and Communication.

Dr Owen Worth from Politics and Public Administration was long listed for a British Scholarly book prize for his monograph on Resistance to the Age of Austerity. The 18th Century Research Group held a symposium in May 2014 on Edited 18th Century Ireland, sponsored by the Irish Research Council.

### **Student Prizes/Awards/Publications**

A number of student winners over various programmes such as Law Plus and Journalism programmes won awards at respectively the McCann Fitzgerald National Advocate Mooting Competition and the Oxygen Student Media Competition and the Simon Cumbers Student Media Fund Competition.

PhD student Sindy Joyce in the Department of Sociology was announced as the winner of the 2014 Traveller Pride Award for Education.



## IRISH WORLD ACADEMY OF MUSIC AND DANCE

The Irish World Academy delivered a number of events, seminars and conferences this year bringing musicians, dancers, composers, singers, conductors and choreographers together to explore existing traditions and break new ground.

### **Key Events:**

#### **Official Launch of Academy 20: Sounding Forward, Listening Back**

To mark the start of the year-long celebrations of the 20th anniversary of the Irish World Academy, a torch-lit procession took place at dawn on February 5th. Participants congregated in the main University Plaza and formed a procession across the Living Bridge with music, song and dance. Following a brief ritual at the site of the Ritual Pit at the Irish World Academy, participants were treated to a wide range of festive performances.

#### **Maighread Ní Dhomhnail announced as 2014 artist-in-residence**

Marking its 20<sup>th</sup> year, the Irish World Academy at the University of Limerick announced acclaimed Donegal sean-nós singer Maighread Ní Dhomhnail as Artist-in-Residence for 2014.

#### **20<sup>th</sup> Anniversary of the Foundation and Artist-in-Residence Initiative**

This year in review marked the 20th anniversary of the foundation of the Academy and the 20th year of the Artist-in-Residence initiative, which has included composers, choreographers, sean-nós singers and dancers, contemporary dance companies, classical and traditional music ensembles, and most recently, aerial dance company Fidget Feet. The Chieftains and the Irish Chamber Orchestra also continue their well-established associations with the University through the Academy.

The Academy 20 celebrations throughout 2014 also included a major convocation, entitled **“Between the Poetic and the Practical”**. It brought together, musicians, singers and dancers from across the world to celebrate and reflect on the past contribution and future direction of the Academy. A documentary film by acclaimed Director, Alan Gilsean, and an artistic commission, featuring three artists responding to the archives and presence of the Academy at UL, were also part of the event.

#### **Urban Soundscapes and Critical Citizenship**

In March, an interdisciplinary conference, exploring the intersection of soundscapes and acoustic ecology studies (Murray Schafer 1977; Truax 1978) with urban, applied ethnomusicology's focus on human subjects (Hemetek and Reyes 2007; Jurková 2012) and with sociological understandings of the cultural restructuring of urban space (Fainstein and Campbell, 2011; LeGates 2011; Bridge and Watson 2010) through an evocation of 'critical citizenship' (Nell et al, 2012). The event also featured a dedicated listening space with sound posts.

#### **BA Irish Music and Dance Erasmus Programme**

During 2013 the BA Irish Music and Dance programme expanded its Erasmus links to incorporate Telemark University College; Rauland Campus, Norway; Ege University, Izmir, Turkey; Istanbul Technical University, Turkey (Folk Dance Department); and University of Tartu Viljandi Culture Academy, Estonia.

## **CANTORAL**

In October, 2013, CANTORAL, an Academy female vocal ensemble specialising in Western plainchant and early polyphony with a particular interest in medieval Irish repertoire, conducted its third tour, this time of the USA. The concert programme, ‘Laetabundus Decantet Hybernicorum Cetus’ (*Let the joyous hosts of the Irish sing aloud!*), featured chant and poetry from medieval Ireland. Concerts were performed in the Class of 1959 Chapel at Harvard University and at the Debartolo Performing Arts Center, University of Notre Dame. The tour was sponsored by Harvard Business School, along with the Department of Sacred Music and the Keough-Naughton Institute for Irish Studies at the University of Notre Dame.

## **UL 40 Commemorative Service at the University Concert Hall**

*Commemorating members of the University of Limerick community 1972–2013*

One of the culminating events of the series marking the fortieth anniversary of the foundation of the University of Limerick was a commemorative service in the University Concert Hall for staff and students who sadly passed away over this time. This very emotive occasion was organised by the UL Chaplaincy and in October, welcomed families and friends of the deceased back to the campus. Students from the Academy, in particular the BA Voice and Dance fourth-year choir and Third Space Dance Ensemble, performed at the event.

## **The Chancellor’s Concert**

UL’s newly appointed Chancellor, the Hon. Mr Justice John L Murray, hosted his inaugural Chancellor’s Concert on campus in November. Approximately 150 businesses, local organisations and friends of the University turned out to support the sell-out black-tie fundraising event. The concert featured Irish legendary group The Chieftains, who remain as artists-in-residence at the Irish World Academy of Music and Dance.

## **Step Up: Dance Project 2014**

Step Up: Dance Project is a joint initiative between the Irish World Academy of Music and Dance, the Arts Council of Ireland and is run in partnership with Dance Ireland. The overall aim of the project is to create a bridge between contemporary dance education and professional contemporary dance practice in Ireland. Each year it provides six of Ireland’s most talented young contemporary dancers to work under the direction of established and internationally renowned guest choreographers.

## **Launch of Dr Catherine Foley’s Book ‘*Step Dancing in Ireland – Culture & History*’**

She examines the interrelationships between step dancing and the changing historical and cultural contexts of colonialism, nationalism, postcolonialism and globalisation, and demonstrates that step dancing is a powerful tool of embodiment and meaning that can provoke important questions relating to culture and identity, through the bodies of those who perform it. The book was launched in October by Jimmy Deenihan TD, Minister for Arts, Heritage and the Gaeltacht.

## **FACULTY OF SCIENCE AND ENGINEERING**

The Faculty of Science and Engineering is innovative and research-driven, carrying out world-leading high impact research which translates into practice and contributes to successful competitive research bids and attracts excellent students and staff. The Faculty is home to the newly established Bernal Institute, a €52 million investment, which builds on the Faculty's significant strengths in applied science and engineering. The Institute, which has recruited six world-leading professors to-date and constructed a new 12,000m research facility, leverages its research expertise in leading a number of large inter-institutional research centres in pharmaceutical materials, crystallization, pharmaceutical processing, composite materials and dairy processing technology.

### **Key Activities:**

- 85 PhD theses were completed.
- 343 ISI abstracted papers were published and eleven new patents granted.
- Science and Engineering students comprise 36% of UL's total non-EU postgraduate students and 51% of UL's total non-EU undergraduate students.
- 10 of the 14 University of Limerick spin-out companies were from the Faculty of Science and Engineering.
- The Faculty ran an outdoor screening of "Back to the Future" in the Milk market, a free community event organised as part of Science Week to bring UL and science to the heart of the City. Over 500 people attended.
- The Department of Electronic and Computer Engineering hosted the 25<sup>th</sup> IET Irish Signals and Systems Conference, ISSC 2014, and the China-Ireland International Conference on Information and Communications Technologies, CIICT 2014.
- The Department of Life Sciences hosted the Irish Division meeting of the Society for General Microbiology on the theme of Host-Microbe Dialogue.

### **Awards and research funding**

- Faculty members generated research income of €24.8m.
- The Faculty was very successful in competitive research bids - €48m to the Synthesis and Solid State Pharmaceutical Centre (SSPC) coordinating 22 companies and 9 HEIs; €5m to the Pharmaceutical Manufacturing Technology Centre (PMTTC), coordinating 23 companies and 6 HEIs, €60m to the Irish Software Engineering Research Centre (LERO), coordinating 28 companies and 8 HEIs, €10m to the Irish Centre for Composites Research (ICOMP) leading 16 companies and 4 HEIs; and €25 to the Dairy Processing Technology Centre (DPTC) involving 8 companies, 9 HEIs and 1 Institute.
- The Department of Mechanical, Aeronautical and Biomedical Engineering received the Irish Aviation Authority (IAA) award under the research category, set up by the IAA in 2014 to recognise outstanding contributions to the Irish aviation sector.

- The School of Architecture, SAUL opened a new Fab Lab space in Limerick City. Fab Lab Limerick becomes the second Fabrication Laboratory in the Republic of Ireland.
- The third Design@UL Exhibition in the City brought together a diversity of design work from six undergraduate academic programmes.

### **Faculty Awards**

- Professor Mike Zaworotko, Bernal Professor of Crystal Engineering, 1 of only 11 Irish-based researchers listed in ISI global ranking of researchers. Professor Zaworotko has been ranked among the world's top 1% highly cited researchers displaying exceptional impact. He is among the top 20 research chemists in the world.
- Dr Tofail Syed, Department of Physics and Energy and member of MSSSI received the Medical Technology Academic Award from the Irish Medical Devices Association. He invented (with Cook Medical) a new metal alloy that will make medical devices inside the body more visible under X-ray. This development enabled significant investment and expansion at Cook Ireland, Limerick.
- EUSSET AND IISI awarded Liam Bannon, Emeritus Professor, its second biennial lifetime achievement award for his work in the creation and development of European CSCW research as a distinctive research arena, one in which attention to practice became fundamental to the design of socio-technical systems.
- Dr Mark Southern won the inaugural Knowledge Transfer Ireland Research2Business Award, presented by Sean Sherlock TD Minister for Research & Innovation at the launch of the Office of Knowledge Transfer Ireland and portal the first resource of its kind in Europe.
- Channel 4's Food Unwrapped programme featured Dr William Lee's, MACSI research on the maths behind a perfect pint in April 2014. The series explores clever, ingenious or high-tech production methods used to make some of our favourite food products.
- Professor Stephen O'Brien, Department of Mathematics and Statistics and MACSI was elected the first Irish President of ECMI, the European Consortium for Mathematics in Industry.

### **Student Prizes/Awards/Publications**

- Dr Norah Patten, Communication and Outreach Manager, IComp awarded 4 secondary school pupils from St Nessian's Community College, Limerick the opportunity to launch their science experiment to be conducted in space on the Orbital Sciences Orb-w mission at the International Space Station with NASA. St Nessian's was the winner of the 'Only Way is Up' competition funded by SFI.
- Gillian Johnson, Equine Science student, won 1<sup>st</sup> prize in the International Alltech Young Scientist Competition.
- Darren Lehane, BSc Product Design and Technology won the 2014 James Dyson award.
- Dr Anthony Maher, student in Chemical and Environmental Sciences won the SFI Image of the Year (2014).



- Kevin Brosnan, BSc Mathematical Sciences, won the University Gold Medal in 2014.
- Leading multinational organisation, Accenture, recognised the achievements of the highest performing first year students presenting Robert Lohan and Colin O’Sullivan, Department of Design and Manufacturing Technology with a certificate of achievement and award.
- Mark Brennan, a student in our MSc in Mathematical Modelling, formerly a graduate of Johns Hopkins University, Maryland USA, was awarded the George J. Mitchell Scholarship.

## **KEMMY BUSINESS SCHOOL**

One of the largest business schools in the country with almost 3,000 full-time and part-time students, the Kemmy Business School (KBS) is committed to excellence in teaching and research and to building strong and enduring links with members of the business community locally, nationally and internationally.

The Kemmy Business School is built around four academic departments and a number of specialist research centres and programme delivery units, largely based in the departments. The School is one of the largest business schools in the country with almost 2,800 full-time and part-time students taking a variety of undergraduate and postgraduate programmes. The KBS has over 100 staff and is comprised of four departments: Department of Accounting & Finance; Department of Economics; Department of Management and Marketing; Department of Personnel and Employment Relations.

### **Key activities:**

#### **KBS and Cornell University Co-host Seminar**

The Privatisation and PPP Research Group at the KBS co-hosted a seminar with the Cornell Program in Infrastructure Policy on May 29th. The *Challenges of PPPs in Turbulent Times* seminar represented the first of a number of planned initiatives between the KBS and Cornell University.

#### **Entrepreneur Boot Camp**

Briga Hynes from the KBS mentored student entrepreneurs who participated in the Student Entrepreneurs Boot camp held at the Nexus Innovation Centre (June 4-7) on developing and pitching business ideas in a creative manner. Briga also participated in the ‘Dragons Den’ panel of experts providing feedback to students on their business propositions’.

#### **Research Seminars**

Dr. Thomas O’Connor, Department of Economics, Finance & Accounting at NUI Maynooth presented a seminar entitled *Governance and the Corporate Life-Cycle* on November 29<sup>th</sup> 2013. The seminar examined how corporate governance evolves along the corporate life-cycle using sample data from firms in 21 emerging market countries.

A Competiveness through Internationalisation seminar entitled ‘How exporting will help you grow your Business’ was held December 9th. This was a joint seminar between the Irish Exporters Association and the Kemmy Business School with the aim of providing insight for local businesses into the business growth opportunities of exporting.

Professor Avi Shankar, University of Bath, presented a seminar on using social theory to critique marketing practices and consumer culture on January 20th. Prof Shankar’s other

research areas of interest are how producer-consumer interactions are developing and how these can be researched to reflect the lived experience of those involved.

### **BSTAI Awards**

The KBS, in conjunction with the Business Studies Teachers' Association of Ireland (BSTAI), held the 2nd Annual Junior Certificate Awards Ceremony in the University Concert Hall. This major event acknowledged the achievement of students who received an 'A' grade in Higher Level Business Studies in the Junior Certificate in 2013. Up to 300 students from schools in Limerick City & County, Clare and North Tipperary who achieved this grade attended, with their Parents, school Principals and Business Studies teachers.

### **International Workshops**

The **MA In International Tourism** students undertook a study trip to Cuba. During the visit the students had lectures from Cuban academics and enjoyed interaction with student counterparts from the University of Havana. The **MSc International Management and Global Business** students undertook a study trip worth 3 ECTS credits to Cape Town, South Africa. The students learned first-hand about business in South Africa through lectures from South African academics, meetings with managers of large and small South African businesses.

### **Research Seminars**

Professor Jan Jonker from the Nijmegen School of Management at Radboud University Nijmegen, the Netherlands, presented a seminar under the Entrepreneurship, Innovation and Marketing (E.I.M.) research theme this month. His talk was entitled "*New Business Models: an exploratory study of changing transactions creating multiple value(s)*"

Victoria Mattingly, Colorado State University (CSU), presented a seminar under the Work, Knowledge and Employment (WKE) research theme. The talk was entitled "*Finding the time that has been there all along: Combating student reluctance to spaced learning*" in June.

The Work, Knowledge and Employment Research Theme hosted a seminar by **Dr. Jesús Barrena Martínez**, Department of Business Management, University of Cadiz, Spain Entitled "*The different sides of socially responsible human resource policies and their connection with intellectual capital: Results from a factorial and a cluster analysis*" at the KBS on 11<sup>th</sup> September 2013.

The Public Policy, Enterprise, Governance and Sustainability (PPEGS) Seminar Series hosted **Dr Esther Ferrandiz**, Department of Economics, University of Cadiz (Spain) who presented a seminar entitled "*Does inter-regional scientific collaboration in academic research encourage the quality of science?*" in September 2013.

The Work, Knowledge and Employment (WKE) Research Theme hosted a seminar delivered by Dr. Emma Parry, entitled ***Setting up a 'Research Incubator'***, in September 2013.

The Public Policy, Enterprise, Governance and Sustainability (*PPEGS*) Research Theme commenced its autumn semester seminar series with a talk by Dr. Justin Doran, School of Economics in University College Cork, Ireland, entitled *The Role of Stimulating Employees Creativity and Idea Generation in Encouraging Innovation in Irish Firms*, in October.

## **Faculty Awards**

### **Funding for International Research**

Dr. Stephen Kinsella, was awarded funding of €650,000 to lead international research projects examining the global financial crisis. As part of the research, Dr. Kinsella will collaborate with New York-based Nobel Laureate, Professor Joseph Stiglitz. The three-year project will study the evolution of debt and demography in the European periphery and develop new models to understand the European economy.

### **CAO Points 2013**

The KBS CAO 2013 intake to all KBS programmes now require 400+ points for entry. In particular, the Bachelor of Business Studies (LM050), the largest programme of its kind in the country, is now at 410 points (+35 points) and the new BA International Business (LM056) has seen increased demand moving it up to 460 points (+30).

### **KBS Joins Elite PRME Group**

The KBS was the first business school in Ireland to become a signatory to the UN Principles for Responsible Management Education (PRME) initiative, in 2008 (PRME are six principles which act as a guiding framework for corporate responsibility and sustainability in business education, drawing on the values in the UN Global Compact.) The UN have now invited the KBS to join a “PRME Champions” cohort which is made up of just 28 of the 500 business schools worldwide working on this project. PRME Champion institutions have made an ambitious commitment to work collaboratively to develop and promote activities that address shared barriers to making responsible management education a reality. Initially, the PRME Champions group will work to refine what leadership means in the space of responsible management education, identify criteria for recognition of progress, and lay out a roadmap for continuous improvement by all in the PRME community. The group also intends to engage PRME more actively with United Nations agencies, funds, and programmes, as well as the more than 7,000 participant companies of the UN Global Compact.

Mirroring the recent progress of Global Compact LEAD, a leadership platform of Global Compact participant companies, the PRME Champions group will work in four target areas for a two-year pilot phase. The KBS will be particularly active in the areas of research and curriculum development.



### **AMBA Accreditation Awarded for MBA Programme**

The KBS was awarded 5-year accreditation by the Association of MBAs (AMBA) in August. AMBA is one of the three major international accreditations that constitute the ‘Triple-Crown’ and initial accreditation is rarely awarded for five years.

### **AACSB Accreditation**

The KBS’s application of eligibility for AACSB accreditation was approved by AACSB and has now proceeded to the mentor assignment and application stage.

### **Study of Challenges to Irish Software Industry**

A study of the Irish software landscape was conducted by Lero, the Irish Software Engineering Research Centre; the Kemmy Business School and the Centre for Science, Technology & Innovation Policy at the University of Cambridge. The study “Irish Software Landscape” was published in July.

### **Revenue Commissioners SLA**

The recent signing of a new service level agreement with the Revenue Commissioners allows KBS to further develop its National Centre for Taxation Studies and the college’s international reputation for tax expertise.

### **KBS Wins Jennifer Burke Award for Innovation in Teaching and Learning**

A KBS team received the Jennifer Burke Award for Innovation in Teaching and Learning in June. The team consisted of Dr Paddy Buckley, Dr Elaine Doyle, Dr John Garvey, Dr Fergal O’Brien and Maeve McCutcheon (UCC). The Jennifer Burke Award is a national teaching award, presented annually by the Irish Learning Technology Association.

### **KBS Winner of UL Research Excellence Award**

This year’s UL Research Excellence Award recipient is Professor Paddy Gunnigle, Department of Personnel and Employment Relations. This was awarded following an external review and Paddy was presented with his award at the conferring ceremony in August.

### **KBS Winner of UL Excellence in Teaching Award**

Orla Lenihan, Department of Accounting and Finance, was this year’s joint winner of the UL Excellence in Teaching Award, one of the most important accolades that UL bestows each year. Orla was presented with her award at the August conferring ceremony.

### **KBS Winner of UL Excellence in Service to Community**

Dr John Lannon was this year’s recipient of the Award for Excellence in Service to Community. John was presented with his award at the conferring ceremony in August.

## **KBS Staff Awards**

At his end of year address to staff, Dr Philip O'Regan presented awards to the following staff members for their particular contributions to the KBS this year: Bernie O'Connell, Robert Dalton, Stephen Kinsella, Kathleen Keane, Josephine O'Sullivan, Regina McNally, James Ryan and Elaine Kirwan.

Orla Lenihan was winner of the Irish Accounting and Finance Association Doctoral Research Funding Competition 2013.

Dr Martin Mullins & Dr Finbarr Murphy were awarded a second FP7 project with a budget in the order of €240k. The task is to address the key issue of the insurability of nanotechnology.

Stephen Kinsella, with Pepijn Van der Ven and John Nelson were awarded c. 359,000 euros as part of the 2.3 million euro FP7 project E-COMPARED.

Stephen Kinsella was awarded 30,000 euros from the Actions of the Government Policy on Architecture 2009-2015 fund for the IU Limerick: Designing Policies project with Annmarie Ryan, Merritt Bucholz and Grainne Hassett.

Jim Deegan was appointed by the Minister for Transport, Tourism and Sport to the Board of the National Tourism Development Authority –Failte Ireland for a 4 year term.

Dr. Deirdre O'Shea & UL colleagues secured EHS Seed Funding of €6,963.18 to conduct research on **“Mind matters in Elite Rugby Academies: An evaluation study of a resilience training programme for at risk elite athletes”**.

## **Student Prizes/Awards/Publications**

### **Enactus Ireland National Competition**

Enactus, a non-for-profit which assists university students to engage in Social Entrepreneurship, annually recognises students who use business principles to create and implement community projects. For the first time a KBS team entered the national competition and reached the final in May. Despite not winning, the team performed so well that two members were awarded scholarships by KPMG to allow them to attend the competition finals in Mexico.

### **Outstanding Scholar Awards**

The 2014 KBS Outstanding Scholar Awards took place in April. Fifty high achieving students, both national and international, who displayed an outstanding level of performance across 29 different programmes were honoured at the event. Ms Catherine Duffy, General Management, Northern Trust Limerick presented the awards. In addition to the Northern Trust awards, Patrick Stritch, was presented with the Louise Newman Memorial Prize for his achievements in Year 4 of the BBS Risk Management & Insurance Major Option. The award

is sponsored by The Insurance Institute of Ireland and was presented by Mr Paddy Redmond, Deputy President.

### **Gradireland National Student Challenge Champion Award**

Ava Mahony, a final year Masters of Taxation student, triumphed from a field of 60 of Ireland's top students to become the first female gradireland National Student Challenge Champion, and the first such champion from UL.

The Department of Economics hosted a seminar by Dr. Julien Mercille, University College Dublin, which was entitled "*The Role of the Media in Ireland's Economic Crisis*".

AWR-net & the Work, Knowledge and Employment (WKE) research theme held a joint seminar in February. Professor Alan Barrett of the ESRI presented on the title "*Peer Groups, Employment Status and Mental Well-being among older adults in Ireland*".

The Public Policy, Enterprise, Governance and Sustainability (PPEGS) research theme hosted Dr. Catherine Salomoni, from the University of Pau and Pays de l'Adour, who presented a seminar, entitled "*Social Inequalities in France*" in February.

The Public Policy, Enterprise, Governance and Sustainability (PPEGS) research theme hosted Dr. Jane Bourke, Department of Economics, University College Cork, who presented a seminar, entitled "*The role of HRM and ICT Complementarities in Firm Innovation: Evidence from Transition Economies*" in March.

Department of Economics Seminar featured Seamus Coffey, Department of Economics, University College Cork, whose talk was entitled "*The Effective Rate of Corporation Tax in Ireland: what do we know, what would we like to know?*".

The WKE Research Theme hosted a seminar by Dr. Sinead Monaghan entitled "Synergistic Networks between Multinational Subsidiaries and Subnational Actors: Role, Interaction and Variation within a Small, Highly Globalised Economy" at the KBS.

The Public Policy, Enterprise, Governance and Sustainability (PPEGS) Research Theme hosted two seminars: Professor Robert Kirk, Department of Accounting, Finance and Economics, University of Ulster, presented on the theme "A New beginning for financial reporting in Ireland, Evolution or revolution?" in March.

Dr. Micheál Collins, NERI (Nevin Economic Research Institute), presented on the title "**The Direct and Indirect Tax Contributions of Households in Ireland: Estimates and Policy Implications**" in April.

## **Research Funding Workshop**

The KBS held a research funding workshop (Nov.12th) to share experiences and to see what barriers and opportunities exist for further funding applications and collaborations.

Deirdre O'Shea and Dr. Tadhg MacIntyre (PESS) were awarded funding from the Association of Applied Sports Psychology for research into the well-being of sports psychologists.

## **Centre for Academic Achievement programme**

The Centre for Academic Achievement (CAA) programme at DCU offers free after school enrichment classes to primary students from socio-economically disadvantaged areas of Dublin. In partnership with the KBS, the CAA programme is being expanded for the first time and 3 courses per semester will be offered at the KBS to high ability students aged 10-12 years old from a low income background. Nine different courses will run over the academic year. This is collaboration between the UL ACCESS Service, Kemmy Business School and the Centre for Talented Youth Ireland (CTYI), with funding from BDO Limerick.

## **KBS Chairs EDiNEB Conference**

The KBS chaired the 21st Annual EDiNEB (Educational Innovation in Economics and Business) conference held on 4th- 6th June. The conference theme was Innovative “Business Education Design for 21st Century Learning”. Several KBS academics presented papers at the conference, as well as numerous international presenters from around Europe and Canada.

## **KBS Hosts Conference on Austerity as a Social Phenomenon**

The KBS hosted the conference “**Austerity: Economic, Political and Social Perspectives**”. The aim of the event was to bring leading thinkers together to probe the complex effects of austerity on the European economies forced to experience it by the global economic crisis. The event was live-streamed through the YSI network.

## **Annual Tourism Policy Workshop**

The fourth annual Tourism Policy workshop brings together senior decision makers in the public and private sectors and academics with the clear objective of stimulating the economic contribution of tourism to the Irish economy. This year's focus is to provide an important input to the on-going Tourism Policy Review. The annual workshop is an initiative of the National Centre for Tourism Policy Studies, Department of Economics, at the KBS.

## **3rd KBS Business Breakfast**

The KBS was delighted to welcome Mr Tony Smurfit, COO of Smurfit Kappa, as keynote speaker for the 3<sup>rd</sup> KBS Business Breakfast held in January 2014. The topic of the event moderated by Conall O'Morain (Today FM) was “**Adventures in Paper**”. This speaker

series, inaugurated in December 2012, delivers inspiring talks from top Irish managers about the ins-and-outs of doing business in changing conditions.

### **KBS Winter School**

Drs Antoine Godin and Weiou Wu organised a YSI-funded Winter School on Agent Based Stock Flow Consistent Macroeconomic models from January 29<sup>th</sup> to February 9<sup>th</sup>. 16 PhD students from around the world attended with speakers from Oxford, the Bank of England, University of Groningen, University of Verona, and Observatoire Français des Conjonctures Economiques. Details at <http://s120.ul.ieStaff>

### **Awards/Prizes**

#### **PRME Nomination**

Dr. Sheila Killian (ADR) has been invited to join the Global PRME Advisory Committee by the United Nations. This prestigious nomination offers KBS the opportunity to have an input into how the main drivers of CSR (the UN and UN global compact companies) engage with business schools. The KBS was one of the first European schools to engage with the PRME (Principles for Responsible Management Education) initiative and were recently identified as one of only 31 Global Champions, a network of major international business schools including Notre Dame, INSEAD and other top schools.

#### **Rhodes University Honorary Appointment for Paddy Gunnigle**

Professor Paddy Gunnigle was appointed as Honorary Visiting Professor in Industrial Sociology at Rhodes University, South Africa, in August. Professor Gunnigle currently holds Visiting Professor appointments at Sorbonne Université Paris II (Pantheon-Assas) and Nelson Mandela Metropolitan University.

#### **Best Paper Award**

Dr Eoin Reeves, was awarded the inaugural Anniversary Prize for Best Paper published in Local Government Studies in 2013 for his article, ‘The Not So Good, the Bad and the Ugly: Over Twelve Years of PPP in Ireland’. The award followed a rigorous process of review by the Local Government Studies editorial board.

#### **Shannon Consortium Regional Teaching Excellence Award 2013-14**

The KBS congratulates Dr Lisa O’Malley who was announced as winner of the SC Regional Teaching Award for 2013/14.

## **CENTRE FOR TEACHING AND LEARNING**

The centre for teaching and learning exists to encourage and facilitate excellence in teaching and learning within and beyond the University of Limerick.

Its role is to encourage scholarship and research in teaching and learning, to help ensure that effective teaching is valued, supported and developed and to encourage innovation in teaching and learning activities. Enhancing the learning and development experience for both teachers and students is pivotal to the role of the centre.

### **Key activities:**

#### ***CPD initiatives***

Student engagement and teaching Excellence continue to be key themes across both the Conversations in the Consortium and Teaching in Higher Education series' in addition to the high level of participation in the UL peer observation network

#### **Technology Enhanced Learning**

CTL was successful in its bid to host EdTech2015, the largest annual national event around technology enhanced learning.

#### **All-Ireland Conference of Undergraduate Research (AICUR)**

What set this conference apart from many other academic conferences was that the primary content was delivered by undergraduate student presenters from across all the disciplines. Faculty members from across UL came to the AICUR to show support for the notably high quality of presented research, and many of the sessions were chaired by lecturers eager to see what the AICUR was all about.

#### **Regional Writing Centre**

Development of a Writing Across the Curriculum initiative at UL, engaging faculty to integrate writing into their curricula in innovative ways in order to develop articulate graduates.

#### **Teaching Excellence Awards**

The Shannon Consortium Regional Teaching Excellence award was awarded to Niall Seery. The UL teaching excellence awards were awarded to Ciaran MacNamee (small group) and Orla Lenihan and David Coughlan (large group).

## **Mathematics Learner Centre**

This year the MLC had the highest number of attendances at semester 2 support tutorials (872) since 2011/2012. Many of the attendances this year were made by students who used the service every week.

## **Science Learner Centre**

A study showed that first year chemistry students who participate in the SLC Drop-in service are less likely to fail and have around 7% higher average grades than non-participants.

## **IT Learner Centre**

577 individual students availed of our learning support during the year, with data showing a 26% higher progression rate for those students that engage with our services.

## **Peer Support Learning Centre**

The analysis of the 10 PSLG programmes offered by the PSLC in AY2013/4 showed that those who engaged with the process (attended 4 or more individual sessions) performed significantly better than those who came to none.

## **Engaged Learning – UL Teaching, Learning & Assessment Strategy 2014-18**

In 2014, UL adopted *Engaged Learning: University of Limerick Teaching, Learning & Assessment Strategy 2014-18*. This new strategy, which is designed to enhance the UL student experience, comprises three key streams:

- Stream 1: Engagement through Broadening
- Stream 2: Engagement for Excellence
- Stream 3: Engagement towards Employability

## **Higher Education Policy**

Following the publication of the *National Strategy for Higher Education to 2030*, the HEA in 2014, continued to develop a series of consultation documents and reports requiring formal responses by the individual institutions. These responses were co-ordinated by the Office of the VPA&R on behalf of the University. In 2013, these included:

- HEA Mergers and Collaborations - Submission by National Institute for Studies in Education (NISE), October 1st, 2014 – €50k secured
- The Mission-Based Performance Compact with HEA was signed and approved in 2014 with all top-sliced funding redistributed to UL for its performance as set out against agreed targets.



## Shannon Consortium

Following the publication of institutional Compacts in 2014, eight “Initial Actions” identified and articulated in a new Shannon Consortium MOU signed by the Presidents in May 2014. This new phase of development concentrates on three key initiatives (as articulated in the Compacts):

1. **National Institute for Studies in Education (NISE)** - including the first offering of LIT Art Teacher Masters Programme with UL award in 2014 (see Appendix 2)
2. **Federated Limerick Graduate School**
3. **Joint Arts degree (UL & MIC)**

In April 2014, the three institutions of the Mid-West Cluster/Shannon Consortium - University of Limerick (UL), Mary Immaculate College (MIC) and Limerick Institute of Technology (LIT) – submitted a “**Framework Proposal Regarding the Establishment of a National Institute for Studies in Education [NISE]**”. This document - which was subsequently approved by the DES/HEA in May 2014 as part of the Strategic Dialogue meetings involving all three partner institutions – articulates priority collaborative activities (8 in total) across the continuum of Initial Teacher Education (ITE) provision; continuing professional development (CPD); post-graduate research; internationalisation; and shared services action - and will significantly impact on almost 4,000 students and 130 academic and support staff across the three institutions.

## COOPERATIVE EDUCATION AND CAREERS DIVISION

### Cooperative Education

Cooperative Education is a defining feature of the UL student experience, as the largest work placement programme in Ireland and one of the largest in Europe. 1,600 placements were secured for students across a diverse network including financial services, information and communications technology, engineering, manufacturing, medical technologies, pharmachem, aerospace, creative technologies, food, the professions, public services and education. One in five students undertook international placements in any of twenty five countries across five continents. UL is the largest participating Irish university in the Erasmus work placement programme and the Division received some €380,000 in Erasmus funding to support students of all disciplines undertaking placements within the European Union. In the past year, the University was selected as a finalist in the international Best University Placement Service 2014 award.

### Career Services

The 2013 Careers Fair was the largest university careers fair in the country, attracting over 130 employers seeking to recruit students from a very wide range of disciplines. Reflecting the University's commitment to employability, the most recent HEA survey shows the employment rate of UL graduates, one year after graduation, is 19% higher than the national average for the university sector. In the past year, UL graduates have won the Gradireland Graduate of the Year 2014 and Gradireland National Student Challenge 2014 awards.

### School Placement

UL has the largest School Placement programme in the country placing over 800 students from from UL's twelve undergraduate and postgraduate teacher education programmes in live classroom environments throughout a network of over 500 participating schools.



## FINANCE

### Income

- Income increased by €3.30 million from €124.24 million to €127.54 million.
- Total State grants decreased from €36.73 million to €35.77 million representing a decrease of 2.6%. The underlying recurrent State grant decreased by 6.6% from €26.3m to €24.6m, while there was an increase in the pension grant of 9% to cover an increase in pension costs. Student fee income increased 3.6% from €80.25 million to €83.17 million, reflecting the State's ongoing policy to transfer the cost of funding the third level sector from the State to the individual student.
- Income from other sources increased from €7.25 million to €8.60 million, an increase of 18.6%, due to increases in funded post income, contract research and other self-funded projects contributions and miscellaneous income which were partially offset by a decrease in interest income.

### Academic and Related Services Expenditure

- Expenditure on Academic and Related Services increased from €123.64 million to €127.23 million, an increase of 2.9%.

### Contract Research and Other Self-Funded Projects

- Contract Research income increased by 22.9% from €25.20 million to €31.01 million during the year under review. The continuing recovery in research income levels is to be welcomed and it is expected that this momentum can be maintained with the further roll out of the Bernal project.
- Expenditure on self-funded projects increased by 3.1% from €10.26 million to €10.58 million. The University continues to mainstream much of the historical activities in this area.

### Capital Programme

- University capital expenditure amounted to €20.5 million during the year, €3.5 million related to equipment, and the balance relating to land and buildings. This is an increase of €3.5 million on the total capital expenditure in the previous year.
- €9.2m was spent on the new Bernal Project Building which envisages the provision of a fully equipped laboratory building of the order of 7,459m<sup>2</sup> to enable the research of ten new professorships.
- €3.5m was spent on the National Centre for Applied Materials Research. This Centre will develop new materials and methods in the strategically important areas of pharmaceutical and composite materials and will significantly enhance UL's materials research capabilities in biomaterials, materials for energy conversion and biocatalysis. The new Centre will assist in the provision of incentives to multinational companies to locate research and development capacity in Ireland by creating the

research infrastructure to allow these industries to embed their research and development activities here.

- €314k was spent on the University of Limerick Smarter Travel Scheme. The aim of the scheme which has involved the construction of shared pedestrian/cycling paths and secure bike parking is the promotion of sustainable travel behaviour among staff and students to encourage walking, cycling, taking the bus and car sharing over single occupancy car use.
- The successful implementation of the University's physical development programme is being made possible by the very significant funds being provided to the University from private sources in partnership with State funding.



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**UNIVERSITY OF LIMERICK**


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**CURRENT INCOME AND EXPENDITURE ACCOUNT**
**YEAR ENDED 30 SEPTEMBER**

<b>INCOME</b>	<b>NOTES</b>	<b>2014</b>	<b>2013</b>
		<b>€'000</b>	<b>€'000</b>
State Grants	1	35,769	36,734
Student Fees	2	83,173	80,248
Other Income	3	8,602	7,254
		<u>127,544</u>	<u>124,236</u>
Contract Research and Other Self-Funded Projects	4	41,592	35,494
		<u>169,136</u>	<u>159,730</u>
Mary Immaculate College			
State Grants		7,271	7,716
Student Fees		7,446	8,053
		<u>(14,717)</u>	<u>(15,769)</u>
		<u>169,136</u>	<u>159,730</u>
<b>Total</b>		<b><u>169,136</u></b>	<b><u>159,730</u></b>
<b>EXPENDITURE</b>			
Colleges and Departments	5	69,679	69,537
Academic and Other Services	6	9,874	9,982
Premises	7	12,784	12,931
Amount allocated for Capital Purposes	8	5,650	1,425
Central Administration and Services	9	13,366	14,729
General Educational Expenditure	10	1,305	1,282
Student Services	11	3,698	3,783
Miscellaneous Expenditure	12	10,874	9,968
		<u>127,230</u>	<u>123,637</u>
Contract Research and Other Self-Funded Projects	4	41,592	35,494
		<u>168,822</u>	<u>159,131</u>
<b>Total</b>	13	<b><u>168,822</u></b>	<b><u>159,131</u></b>
<b>Surplus on Activities before Amortisation of Capital Reserves and Grants, Ancillary Services and Depreciation of Fixed Assets</b>		<b>314</b>	<b>599</b>
Surplus/(Deficit) on Ancillary Services	14	43	(168)
Depreciation of Fixed Assets	15	(12,204)	(11,735)
General Reserve Movement	16	12,161	11,903
		<u>314</u>	<u>599</u>
<b>NET SURPLUS for year</b>	24	<b><u>314</u></b>	<b><u>599</u></b>

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**UNIVERSITY OF LIMERICK**

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**BALANCE SHEET****YEAR ENDED 30 SEPTEMBER**

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	<b>NOTES</b>	<b>2014 €'000</b>	<b>2013 €'000</b>
<b>TANGIBLE FIXED ASSETS</b>	17	<u>381,342</u>	<u>373,067</u>
<b>INVESTMENTS</b>	18	<u>6,429</u>	<u>6,334</u>
<b>CURRENT ASSETS</b>			
Bank Balances and Cash		102,667	83,059
Debtors and Prepayments	19	<u>12,045</u>	<u>8,655</u>
		114,712	91,714
<b>CURRENT LIABILITIES</b>			
Creditors and Accrued Expenditure	21	(95,733)	(100,682)
		<u>18,979</u>	<u>(8,968)</u>
<b>NET CURRENT ASSETS/(LIABILITIES)</b>			
		<u>18,979</u>	<u>(8,968)</u>
<b>LONG TERM LIABILITIES</b>			
Creditors due after one year	27	<u>(33,492)</u>	<u>(9,397)</u>
<b>TOTAL ASSETS LESS TOTAL LIABILITIES</b>			
		<u><b>373,258</b></u>	<u><b>361,036</b></u>
<b>REPRESENTED BY</b>			
		<b>€'000</b>	<b>€'000</b>
General Reserve	22	349,685	337,684
Restricted Reserves	23	24,163	24,256
Revenue Deficit	24	<u>(590)</u>	<u>(904)</u>
		<u><b>373,258</b></u>	<u><b>361,036</b></u>



## RESEARCH AND INNOVATION

The University of Limerick (UL) is a young, ambitious and responsive organisation with a reputation for being a pioneer and innovator. The research community at the University of Limerick are committed to the pursuit of excellence in the generation of knowledge that has a global impact. Through our ecosystem of multidisciplinary research teams, our researchers are making a real difference across industry, society, economy, culture and the world at large.

### Research Themes

UL has established its research distinctiveness through promotion of a research ethos characterised by the convergence of discrete disciplines working together to achieve fundamental breakthroughs while operating in a translational approach – an innovative alternative mode of research to the traditional basic-applied research distinction – which translates research results more rapidly towards commercialisation.

Key research areas at UL include:

- Materials and Surface Science
- Information & Communication Technologies
- Health
- Culture, Diversity and Social Change
- Applied Mathematical Sciences
- Energy

### Research Institutes

UL has four internationally recognised research institutes across the university:

- Materials & Surface Science Institute (MSSI) - established in 1998 as a centre of excellence generating state-of-the-art fundamental research on topics of industrial significance in the fields of surface science and materials. MSSI priority research themes are Biomedical Engineering & Biomaterials; Composite Materials; Pharmaceutical Materials and Materials for Energy & Environment.
- Stokes Research Institute - a multidisciplinary, multinational group of scientists and engineers working in close collaboration with industries, hospitals and government. The core research activities at the Stokes Research Institute are conducted in the field of micro-scale mechanical engineering, particularly micro-thermofluids and micro-scale solid mechanics.
- Lero – the Irish Software Engineering Research Centre brings together leading software engineering teams from Universities and Institutes of Technology in a coordinated centre of research excellence with a strong industry focus. Lero interfaces with a wide range of industry, state agencies, educational bodies and international collaborators to deliver on its twin goals of research excellence and social and economic relevance.



- Institute for the Study of Knowledge in Society (ISKS) - is a multidisciplinary research institute concerned with critical reflection on the production and use of academic knowledge. The Institute supports research on political, social and cultural change, and on identity and social order, locally, regionally and globally.



## Research Highlights

- The Bernal Project at UL is a €52 million science and engineering research project that will significantly advance Ireland's national capability in the strategically important areas of Pharmaceutical, Biomedical and Energy research. The Bernal Project includes the recruitment of 10 world-leading professors and the construction of an advanced research building on the UL campus.
- UL leads the Synthesis & Solid State Pharmaceutical Centre (SSPC) that was awarded research funding of €40 million by SFI and industry to conduct world leading research to make pharmaceutical manufacturing more efficient, cost effective, and environmentally sustainable. The centre is a unique collaboration between 17 companies and 8 academic institutions and will position Ireland as a global hub for pharmaceutical process innovation and advanced manufacturing.
- UL hosts the Irish Centre for Composites Research (IComp), which was established under the Technology Centre initiative of Enterprise Ireland and the IDA and is based in the MSSI.
- UL hosts the €5m Pharmaceutical Manufacturing Technology Centre. The aim of PMTC is to make Ireland the global hub of pharmaceutical process innovation and manufacturing and ultimately support an industry which directly employs over 25,000 people. Based at UL, the centre, established jointly by Enterprise Ireland and IDA Ireland, brings together 24 industry partners and 9 Higher Education Institutes who will deliver the research.
- UL is part of the multi-partnered, multi-disciplinary Food for Health Ireland (FHI) centre that was awarded a €21 million investment from Enterprise Ireland's Technology Centre Programme. The FHI partners provide world-class science and dairy industry know-how in one research centre aimed at developing, manufacturing marketing and selling nutritional ingredients and functional food products to improve people's health and wellness. The funding allocation under this award to UL is €2.4 million.
- UL co-hosts two further Technology Centres, namely the Technology Centre for Biorefining and Bioenergy and the Microelectronics Technology Centre.
- Three research projects in the areas of maths, pharmaceuticals and composite materials at the University of Limerick have been awarded over €4million in SFI funding. The announcement cements UL's reputation as a centre for excellence in translational research, focused on delivering real impact for Irish industry. The three projects are led by academics within UL's Faculty of Science and Engineering.
- UL signed contracts for the construction of an €8.5m research building expansion on the campus. The 2,750m<sup>2</sup> development will extend the existing Materials and Surface Science Institute (MSSI). The overall investment is in excess of €12m with the

majority of funding provided by the fifth strand of the Programme for Research in Third Level Institutions PRTL I (V). The development will provide 13 specialist laboratories, offices and other spaces for 60 research staff.

- Four University of Limerick researchers were awarded in excess of €1.85 million in funding by Science Foundation Ireland (SFI) in the form of three Career Development Awards and one Starting Investigator Research Grants. The research activities supported through these grants are in the vital fields of cancer, alternative energy, nanoscience and drug delivery.
- A UL research project which aims to develop new ways to join components was €1.35 million funding through the Science Foundation Ireland Investigators Programme. The University of Limerick is considered one of the world's leading academic institutions on the subject of mechanical fastening of composites, as evidenced by its extensive refereed journal paper output and book chapters published on the subject.
- Professor Michael Zaworotko, Bernal Chair of Crystal Engineering at the University of Limerick has been ranked among the world's top 1% highly cited researchers displaying exceptional impact. Only three thousand researchers earned the distinction by writing the greatest numbers of reports officially designated by Essential Science Indicators<sup>SM</sup> as Highly Cited Papers—ranking among the top 1% most cited for their subject field and year of publication.
- UL became first Irish university to become a member of the prestigious National Academy of Inventors (NAI). The National Academy of Inventors comprises of US and international universities, governmental and non-profit research institutions and has over 3,000 inventor members and Fellows spanning 200 institutions. Among the members are Nobel Laureates and world top 5 ranked universities including Harvard, Yale and MIT.
- A UL study which seeks to understand the impact of long periods of inactivity among adolescents has on their cardiovascular health has received funding from the Irish Heart Foundation. Led by the Centre for Physical Activity and Health Research, UL, the study is entitled “Sitting around all day doing nothing? The effects of sitting, standing and light activity on adiposity and cardiovascular disease risk in adolescents”
- Researchers at the Materials and Surface Science Institute (MSSI) at UL made a significant breakthrough in the area of rechargeable battery technology. The research team at UL have developed a technology that more than doubles the capacity of lithium-ion battery anodes and retains their high capacity even after being charged and discharged over 1000 times. The research was supported by Science Foundation Ireland (SFI) under the Principal Investigator Program and also by EU funding through the GREENLION Project.
- The University of Limerick won the Emerging Medical Technology Award at the Medical Technology Industry Excellence Awards. These Awards, which are jointly hosted by Enterprise Ireland, IDA Ireland and the Irish Medical Devices Association, recognise and reward best practice in the medical technology sector in Ireland. UL has a long tradition of close collaboration with industry and business across many of the manufacturing sectors in Ireland including medical devices, pharmaceuticals, ICT and engineering.

## **INNOVATION AND COMMERCIALISATION**

30 new invention disclosures were received from UL researchers (138 in the last 5 years), 6 new patent applications were filed (42 in the last 5 years), 7 new University patents were granted by the European and US Patent Offices, 2 new campus companies were formed (9 in the last 5 years), and 9 technology transfer agreements were signed (45 in the last 5 years). Licence agreements to use UL innovations were concluded with a range of companies including: Cook Medical, Gencell Bio, Mitsubishi, Stryker, Class Medical, Red Mills, Transgero and Rosetta Foundation.

Two UL spinout companies were formed during the year: Class Medical will bring a patented Transurethral Catheter Safety Syringe kit to the medical device market. The device was developed with the support of Enterprise Ireland grants and previously won the Cleveland Clinic EI Innovation Award. Transgero will provide specialised services in the insurance and risk areas, particularly for new emerging areas of risk insurance.

UL, IT Tralee and Limerick IT formed a Consortium in early 2012 to enable shared delivery of technology transfer services across the 3 member institutions. This Consortium, led by UL, enables companies in the region and nationally to benefit from a consistent experience when dealing with any of the Consortium members. The Consortium was reviewed in 2014 and received an 'A rating', the highest possible rating.

UL spinout Rosetta Foundation achieved a major milestone in 2014. It has now mobilised 5,000 language volunteers world-wide on its innovative Translation Commons platform and the number of volunteers is growing by 64% annually, delivering free translation services in 88 languages to 120 non-profit organizations in 27 countries. The Translation Commons platform matches non-profit translation projects and organizations with the skills and interests of volunteer translators worldwide. It was launched less than a year ago by the award-winning Rosetta Foundation, a non-profit spin-off from the University of Limerick that works to provide equal access to information and knowledge across the languages of the world.

University of Limerick (UL) spin-out company, Crescent Diagnostics Ltd brought their ground-breaking screening technology Osentia™ to market. Developed at the Materials and Surface Science Institute (MSSI), UL, through the research of Crescent co-founder, Professor Mark Towler, Osentia™ is a convenient non-invasive screening test which identifies those at risk of fragility fracture by analysing finger or toe nail clippings. Using this information, consumers can initiate long term lifestyle changes and access appropriate therapeutic intervention, which can help avoid serious osteoporosis-related fractures in later life.

UL Innovation Awards were held at Plassey House in May 2014. The event recognised leading researchers who have been granted patents and formed spin-outs through their research. Among those acknowledged were Stokes Bio founders, Professor Mark Davies and Dr Tara Dalton who received the Special Achievement award. Stokes Bio was one of the biggest University spin out acquisitions in the history of the state when it was sold for €33 million.

Nexus Innovation Centre at the University of Limerick continues to establish itself as a pioneering enterprise support centre within the mid-west region. Nexus client employment grew 36% in the 2014 and total employment now stands at 149 people. In excess of €4.0 m

(€4.5m in 2013) was invested in Nexus client projects during the reported year. Highlight projects include: Arralis who received investment from the Bank of Ireland Kernel Capital Investment Fund; and YellowSchedule, an Appointment Management and Client CRM tool for therapists has announced an investment seed round of €600,000 from Angel Investors and Enterprise Ireland. Nexus clients are now trading into 12 major markets round the Globe, including US China, Mainland Europe and Australia.

## **ENTERPRISE ENGAGEMENT**

Industry engagement continued to be strong in 2014 with 66 new industry collaborative research projects in 2014.

Minister for Jobs, Enterprise and Innovation, Richard Bruton TD announced that Information Technology Shared Services, a Division of Johnson & Johnson Services, Inc., planned to create up to 100 new jobs through the creation of a Development Centre located on the University of Limerick campus. Minister Bruton was joined by Minister for Finance Michael Noonan TD and Minister for Education, Jan O’Sullivan TD at the University of Limerick to make the announcement.

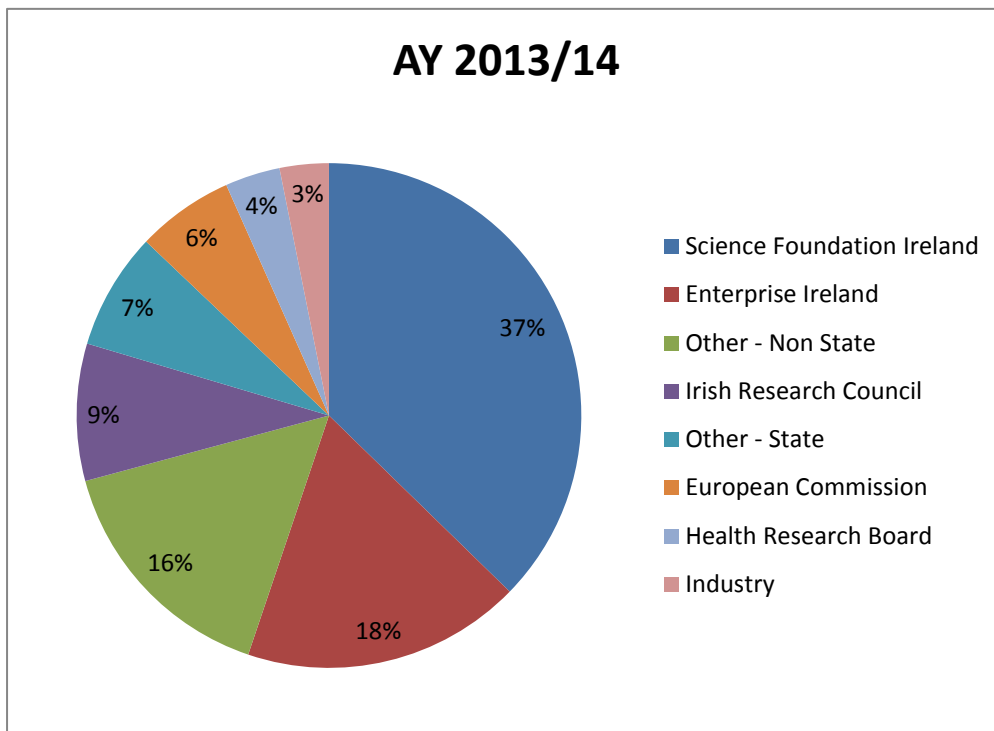
The Synthesis and Solid State Pharmaceutical Centre (SSPC) headquartered at the University of Limerick was awarded the Partnership Alliance of the Year Award at the Pharma Industry Awards 2014. The award recognises the SSPC for its outstanding national and international industry-academia, inter-industry, and inter-academia collaborations between its 22 industry partners, 9 research performing organisations and 12 international academic collaborators, within the pharmaceutical sector. SSPC was also shortlisted in the top six nominees for the Overall Pharmaceutical Excellence Award.

UL was the leading university in Ireland for number of new approved collaborative industry projects funded under the Enterprise Ireland Innovation Partnership programme. UL was awarded 12 new grants, representing 18% of the total number of projects awarded in Ireland.

Dr. Mark Southern, Senior Research Fellow at the University of Limerick won the inaugural Knowledge Transfer Ireland Research2Business Award. The inaugural Knowledge Transfer Ireland (KTI) Research2Business award recognises excellence in engagement between researchers and the business community. The award was presented by Sean Sherlock T.D. Minister for Research & Innovation at the launch of the office of Knowledge Transfer Ireland and its web-portal. In addition, this year’s KTI Impact Award was presented to the collaboration between Cook Medical and the University of Limerick research team led by Dr Tofail Syed.

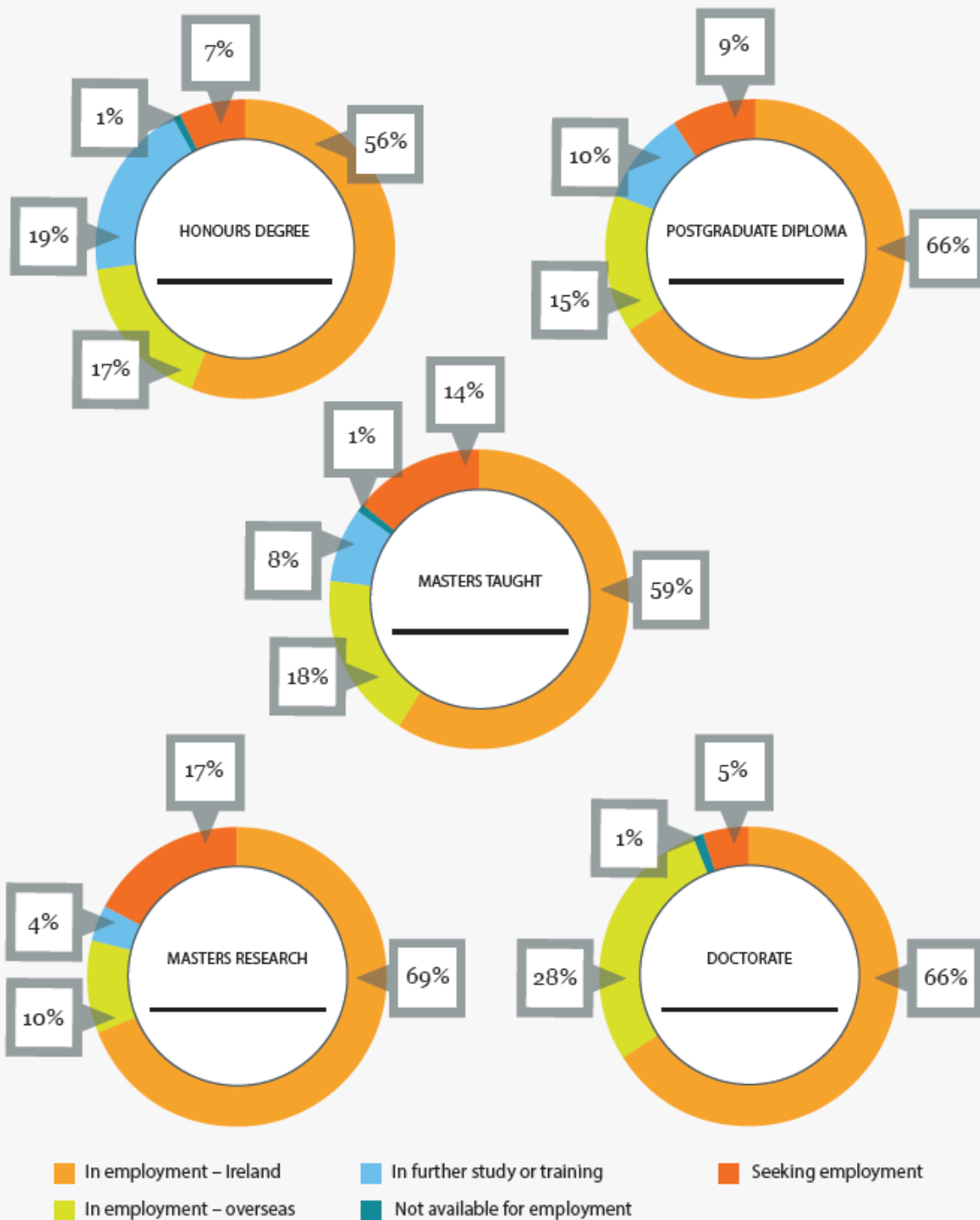
## FUNDING SOURCES

<b>Funding Source</b>	<b>AY 2013/14</b>
Science Foundation Ireland	15,507,131
Enterprise Ireland	7,440,350
Other - Non State	6,499,500
Irish Research Council	3,652,709
Other – State	3,118,576
European Commission	2,589,424
Health Research Board	1,465,403
Industry	1,308,872
<b>Total</b>	<b>41,581,966</b>



## GRADUATE STATISTICS

### EMPLOYMENT BY AWARD LEVEL: ALL FACULTIES









## ACADEMIC AND SUPPORT SERVICES

### INFORMATION TECHNOLOGY DIVISION

The Information Technology Division (ITD) is an integral enabler to the business, research and teaching operations of the University by providing support to faculties and divisions and delivering a number of key programmes and projects.

- Implementation of SEPA on all the enterprise applications within the University to comply with EU regulations.
- Integration of the new library gates with key enterprise databases to streamline the process for staff and students to gain access to the library
- Implementation of new multiple choice exam correction software to ensure the continued operation of exam corrections
- Delivery of Phase II of the fees enhancement project in conjunction with Finance to streamline processes within the student fees office
- Development of Mature Application Assessment functionality to allow admissions office to streamline the mature application process
- Establishment of a Web Provider Framework to reduce the cost of web development for the University as a whole Delivery of web templates with a consistent branding
- Established a Governance, Portfolio & Quality Management section within ITD to begin focusing on formal governance and project management throughout the University
- Established an Education Technology section within ITD to align with sector best practice and to focus on the enhancement of technology in learning
- Streamed the conferring ceremonies, recorded and edited the footage and published it on the Ceremonies website for the Summer and Autumn Graduations 2014
- Facilitated the first 2 day 'Developing UL Online' (DUO) professional development workshops with Dr. Darina Slattery for faculty who were creating online modules for Post Graduate students
- Continued to facilitate the Maths 4 Teachers project which is providing a range of professional development support to approximately 6,000 Post-Primary teachers of mathematics.

- Upgraded the Staff email system from Exchange 2003 to Exchange 2010, . 8 new servers were installed with resilient servers installed on the North Campus
- HEAnet upgraded the University's internet connection to 10gb, and also installed a second Point of Presence on the North Campus for resilience. This upgrade has also benefited other regional educational institutions such as Mary Immaculate College and Limerick Institute of technology who also access the same links for internet access
- Provided increased network capacity through a number of upgrades and refurbishments in Computer Science, Health Sciences and Engineering Research buildings.
- Upgraded wireless infrastructure and increased wireless connectivity throughout the campus.
- Charitable activities have also continued with UL's partnership with the *Camara Organisation* through the donation of surplus computers to support educational initiatives in Africa and other disadvantaged communities around the world.

## **LIBRARY AND INFORMATION SERVICES**

The Library and Information Services Division (LISD) enables teaching, learning and research at UL by providing high-quality scholarly resources, information services and dedicated learning facilities.

### **Supporting teaching, learning and research**

A number of important steps to develop the library's research collections took place this year. Twenty six collection development policies, developed in consultation with faculty, were approved by the Library Information Resources Development Committee. A journals review took place to assess e-journal usage, cost per download and faculty need with the aim of identifying low-performing journals and managing costs. A patron-driven acquisition project was carried out in May 2014, where library borrowers were offered the option to select e-books they wished to purchase directly from the library's catalogue. Selection of materials was driven by the collection development policies.

The creation of a new role dedicated to research and bibliometrics at the beginning of the academic year led to significant developments in the library's programme for researchers. The RYRV (Realising Your Research Value) workshops were updated and delivered frequently throughout the year, continually meeting high demands. Focused training on Web of Science, Google Scholar, selecting high impact journals, ORCID and h-indexes was provided. For faculty, a Maximising Your Research Outputs programme of workshops for tenure track academics was developed by HR, the Research Office, the Library and RAND Europe. The University's institutional repository ULIR was upgraded to provide researchers with worldwide statistical information about who is reading and downloading UL research. The addition of SCOPUS during the year provided a leading tool for UL researchers to manage their publication strategies and impact.

### **Continuous improvement**

The division's quality review took place in December 2013. The report presented by the Peer Review Group complimented the library for demonstrating a "clear and consistent commitment to addressing the needs of its users and stakeholders" and noted that the professionalism and helpfulness of staff were warmly praised by both students and faculty. The report includes a number of recommendations that once implemented will further improve the library service.

<b>LISD Key Performance Indicators</b>	<b>2013/14</b>
Book loans	179,817
Days open: Main Library	327
Full text article downloads	1,243,983
Total catalogued book stock	349,624
Electronic books	274,056
Print & Electronic journals	62,523
Bibliographic & full-text databases	202
Library staff (FTE)	48
Books acquired	13,159
Information skills: user training hours received	4,790
Research papers published in ULIR	2,097

### **Enhancing the student experience**

The Library continued to be a very busy place during 2013/14 with a high footfall in the building and increased use of the online library. The installation of access gates at the entrance was a significant development in managing overcrowding issues by ensuring that only authorised library users could avail of the space, seating and collections. Space for extra seating was created by relocating the entire print journals collection out of the main reading rooms, as use of online journals has become the norm. Other important technological developments which greatly enhanced self-service options and increased efficiencies included the installation of a book sorter to automate the return of books, self-service reservations and an upgrade of all self-issue machines. The student experience of the library was further developed with the extension of the library's opening hours prior to exams in both semesters, from 8AM to midnight during the week.

### **External engagement**

During the Limerick City of Culture 2014 year, the library was proud to host many events which were open to the public. The commencement of the four year-long World War One online exhibition It's a Long Way to Tipperary was one of the most significant developments of the year for the library, in terms of its collection development, research support and external engagement. The exhibition immediately gained national and international attention from academics, researchers, librarians and World War 1 historians. The online archive is based on the period from 1914-1918 and draws on the library's Armstrong Papers, an estate collection of letters, diaries and photographs which encompass 350 years of history of the Armstrongs of Moyliffe Castle, County Tipperary.



Other events during the year included the photographic exhibition entitled Inhabiting the Shannon Estuary; Scattery Island and Killimer-Tarbert which ran in the library, in conjunction with the History Department, from January to March 2014. The library also participated in OpenHouse Limerick to admit members of the public to view architectural material from its extensive collections of rare books and archives. Important events in late 2013 included the launch of the Jim Kemmy Papers by Minister Jan O'Sullivan in September and the launch of the Armstrong Papers by Lady Dunraven in October. Services for UL alumni were expanded during the year, to allow former students of the University to avail of life long membership of the library.



## HUMAN RESOURCES

The University of Limerick has over 1,400 members of staff. To support the goal of developing and maintaining UL as an internationally acclaimed centre for teaching, learning and scholarship, the Human Resources (HR) Division aims to attract, motivate and retain excellent staff and ensure they are supported in achieving their full potential.

### Key activities:

- 220 recruitment competitions were advertised during this period, of which 111 were Research.
- HR continued to roll out a range of continuous professional development programmes: 1,678 employees attended training programmes in the period under review.
- Support was provided to 76 staff members for participation in undergraduate, postgraduate and doctoral studies as part of the University's commitment to supporting the continual professional development of its employees.
- Pilot of "Maximising your Research Output" successfully concluded. This included input from the Research Office, the Library, and internal and external guest speakers.
- A further academic and research leadership programme was completed during this time, bringing the total number completing leadership training to 132. The programmes are modular based and include such intervention tools as 360 degree feedback, profiling reports, 1-1 Coaching and involvement in Institutional Projects.
- The Research lunchtime sessions continued during this period, including talks by previous participants of the leadership programme. These lunchtime talks were consistently well-attended and feedback was very positive.
- A briefing session was held for academic staff on tenure track contracts in order to help clarify expectations and outline available supports.
- An inter-faculty networking event was held in conjunction with the ADsR. This attracted over 70 academics from within UL with very positive feedback.
- A series of "Research Lunch and Learn" sessions were held during this time period including:
  - Research Strategy - Standing out from the Crowd
  - Publications – Tips on Strategy and Process
  - Building University-Industry Partnerships
  - Getting into a Consortium as a Partner: Horizon 2020
- The Research Coaching programme was made available to all research and academic staff at the University of Limerick. Staff requiring coaching were paired with a suitable senior colleague who provided coaching to progress towards specific research outputs. Training was provided for both mentors and mentees.
- The Pensions Office continued to provide extensive support for employees considering retirement during the Haddington Road Agreement 'Grace Period' for Retirements (i.e. the period during which the calculation of public service pensions is unaffected by the pay reductions applied under the Financial Emergency Measures in the Public Interest (No. 3) Act 2013). The deadline for this Grace Period was extended during the year from 31<sup>st</sup> August 2014 to 30<sup>th</sup> June 2015.

- 25 employees retired in the period between 1<sup>st</sup> October 2013 and 30<sup>th</sup> September 2014.
- A project was initiated to Upgrade the CoreHR/Payroll system to the latest software and version of Oracle.
- The HR Division successfully retained its ISO 9001 accreditation.
- [www.universityvacancies.com](http://www.universityvacancies.com) is a shared services portal for all vacancies in Ireland's university sector. This sharedservices project was led by the Human Resources Division in UL. In its first 12 months in operation 1,400 vacancies were published on the portal.
- In April 2014 a consortium led by UL was successful in obtaining EU funding under an open call PROGRESS 2007-2013, for a project focused on **Gender Equality in decision Making** (GEM). GEM is led by members of the HR Division in conjunction with the Kemmy Business School. With international industry and academic partners (Dell, Ibec, Cranfield University and the University of Abertay) the GEM research team will investigate the role of HR-related practices such as recruitment and selection, performance management and promotions policy in encouraging gender balance in key decision- making positions.
- In the period between the 1<sup>st</sup> October 2013 and 30<sup>th</sup> September 2014, 329 staff were trained on a wide range of Health and Safety Courses.
- The number of University Departments inspected by the Health & Safety Unit for the same period was 24.
- A suite of wellness events were run in the Autumn and Spring of the same period, 320 staff took part in the wide range of wellness events offered.



## VISUAL ARTS DIVISION

The University's Visual Arts Division hosted and collaborated on the following public events:

- Black and Tan and Trouble lecture by Mick O'Dea RHA
- Portrait Drawing workshop with Una Sealy ARHA
- Additions 2013 the National Self-Portrait Collection of Ireland exhibition
- SYNERGY group exhibition for City of Culture 2014
- EVA 2014 Ireland Biennial 2014 AGITATIONISM
- New Work by Wickham St Studios exhibition
- 2014 RDS Student Art Awards exhibition
- 20/Twenty exhibition with RTÉ lyric fm
- Limerick Self-Portraits exhibition at the Hunt Museum for City of Culture
- Additions 2014 the National Self-Portrait Collection of Ireland exhibition
- Motivational Deficit..... with Crawford Art Gallery
- THE PARALLAX VIEW by Alan Butler with Ormston House Gallery
- Pigtown, The Wild Watery Heart of the City by John Collins exhibition



## CONNECTING WITH OUR COMMUNITIES

The University of Limerick strives to be renowned for the excellence of our contribution to the economic, educational, social and cultural life of Ireland in general and the Shannon region in particular. There were many initiatives this year connecting UL staff and students with members of the educational, business, industry and local communities.

The **Irish World Academy of Music and Dance** hosted a number of community events including:

The Tower Seminar Series - a series of free public seminars discussing a range of music and dance related topics, featuring countless musicians, dancers and academics.

Lunchtime Concert Series - free lunchtime concerts featuring internationally acclaimed performers.

The LOGOS Seminar Series - a series of events, seminars and talks taking its place alongside the long-established public Tower Seminar and Lunchtime Concert series.

A Taste of Africa workshops - a series of interactive workshops focusing on music and dance of different regions of Africa, followed by a social gathering.

The Blas International Summer School of Irish Traditional Music and Dance in its 18th year and now firmly established as one of Ireland's most prestigious summer schools, attendees from around the world spend two weeks learning from Ireland's finest traditional musicians, singers and dancers.

The **Kemmy Business School** worked closely with industry and community groups to deliver benefits to the wider community:

### International Product Development Management Conference 2014 (IPDMC)

The KBS hosted the 21st International Product Development Management Conference (IPDMC) from June 29th. Co-chaired by Dr. Ann Ledwith, UL's Director of Continuing and Professional Education (CPE) and Dr. Regina McNally, Senior Lecturer in the Kemmy Business School, the prestigious conference was attended by over 170 delegates from more than 21 countries, including the USA, Japan and New Zealand. 'Innovation through Engineering, Business & Design' was the theme of the 21st IPDMC, and was highlighted by the two keynote speakers Leonard Hobbs and Amos Winter.

### Irish Academy of Management Conference

KBS hosted the 17th Irish Academy of Management (IAM) Conference from September 3-5th 2014 with keynote speaker Professor Wayne Casico, holder of the Robert H. Reynolds Chair in Global Leadership at the University of Colorado Denver. Organised by Dr Christine Cross and Dr Michelle O'Sullivan, the overall theme of the conference was 'Managing in a Changing Climate: Leading to New Realities: 22nd John Lovett Memorial Lecture.

### John Lovett Memorial Lecture

Professor Nicholas Phelps, University College London presented this year's John Lovett Memorial Lecture on March 20th at the KBS. The lecture was entitled "Inertia and Change at

Multinational Enterprise Subsidiaries”. The evening was chaired by Michael McDonnell, Managing Director, CIPD Ireland. A number of Best Student awards were made including the John Lovett Memorial Prize for best student on the BBS (Human Resource Management) and the Dermot Foley Memorial Prize for best student on the BA (Human Resource Management).

#### KBS Business Breakfast Series

“REINVENTION AND STARTING OVER - HOW A SMART IDEA AND A SMARTER ACTION PLAN CAN SET YOU ON A BRAND NEW PATH AND RE-IGNITE YOUR BUSINESS” was the topic of the second Business Breakfast hosted by the KBS on June 17th. The keynote speaker was Pat Phelan and Conall O’Morain (Today FM) was the moderator. Each business breakfast event offers 60 minutes of know-how and networking to help bring new focus to business.

#### Public Seminar Series

The KBS co-hosted a public seminar series entitled “Reform in the Aftermath of the Crisis: Exploring Agenda for Health, Political and Financial Reform” at the Pavilion on September 19th. The Political and Health Care Reform Seminar speakers included Dr. Colin Doherty, Consultant Neurologist, St. James's Hospital and Trinity College Dublin and Professor David Farrell, School of Politics and International Relations, UCD. The Economic and Financial Reform speakers included Professor Stephan Gerlach, Deputy Governor, The Central Bank of Ireland and Fiona Muldoon, Head of Banking and Insurance Regulation, The Central Bank of Ireland.

**The Centre for Teaching and Learning** hosted a number of writing workshops and symposia to engage members of both the academic and wider community in various writing tasks; they hosted primary healthcare workshops for the traveller community; and staged the National Secondary School Essay-writing Competition attracting more than 70 secondary school students.

The University’s *Visual Arts Division* hosted and collaborated on the following public events:

- *Black and Tan and Trouble* lecture by *Mick O’Dea RHA*
- *Portrait Drawing* workshop with *Una Sealy ARHA*
- *Additions 2013 the National Self-Portrait Collection of Ireland* exhibition
- *SYNERGY* group exhibition for City of Culture 2014
- *EVA 2014 Ireland Biennial 2014 AGITATIONISM*
- *New Work by Wickham St Studios* exhibition
- *20/Twenty* exhibition with *RTÉ lyric fm*
- *Limerick Self-Portraits* exhibition at the *Hunt Museum* for *City of Culture Additions 2014 the National Self-Portrait Collection of Ireland* exhibition
- *Motivational Deficit.....* with *Crawford Art Gallery*
- *THE PARALLAX VIEW* by *Alan Butler* with *Ormston House Gallery*
- *Pigtown, The Wild Watery Heart of the City* by *John Collins* exhibition

## GROWTH AND DEVELOPMENT

### CAMPUS DEVELOPMENT

#### *Capital Projects:*

- Construction commenced in August 2013 for a 2,784m<sup>2</sup> extension to Materials and Surface Science Institute. This building will provide additional laboratory and research spaces for the Institute.
- Construction commenced in December 2013 for a 7651m<sup>2</sup> building to accommodate the Bernal Research Institute. This building will provide extensive research laboratories and research spaces for 10 new professorial positions in the University.

#### *Other Projects:*

- Extensive refurbishment of the existing Schrodinger Building was undertaken during summer 2014 with laboratories and lecture theatres refurbished. Further refurbishment is planned for summer 2015.

#### *Projects at Planning Stages:*

- A 2,762m<sup>2</sup> extension to the existing Arena Sports Complex providing a 25m warm up pool diving facility and a Munster Rugby Training Centre is being planned with enabling works to commence in late 2014 and building works in Summer 2015.
- A 3,442m<sup>2</sup> Clinical Education and Research Centre is being planned as a joint venture with HSE. It will be located at University Hospital Limerick. Construction to commence in June 2015.

#### *Acquisitions:*

The University acquired the international Business Centre from SFADCo in September 2013. It comprises two units totalling 3,632m<sup>2</sup> which will be refurbished and used for Research and Business Incubation purposes associated with Nexus.



## Appendix 1

### Attendance at Governing Authority meetings 2013-2014

The University is required under the 2012 national Code of Governance to include in its Annual Report attendance of each member at Governing Authority meetings. The total number of meetings held during the period under review was 9. Where a member was not eligible to attend all 9 meetings, details are provided below.

Professor Sean Arkins – attended 8 of 9 meetings;  
Professor Don Barry – attended 9 of 9 meetings;  
Mr Tommy Bolger – succeeded Ms Emma Porter and attended 1 of 2 meetings;  
Ms Berni Brady – attended 6 of 9 meetings;  
Mr Fintan Breen – attended 6 of 8 meetings;  
Professor Merritt Bucholz – attended 3 of 3 meetings;  
Ms Lily Carroll – succeeded by Mr Seamus Noonan and attended 5 of 7 meetings;  
Professor Vincent Cunnane – attended 2 of 3 meetings;  
Ms Breda Deedigan – attended 8 of 9 meetings;  
Dr Eoin Devereux – attended 8 of 9 meetings;  
Mrs Kay Doyle – attended 8 of 9 meetings;  
Professor Colum Dunne – attended 3 of 9 meetings;  
Ms Neasa Fahy O’Donnell – attended 7 of 9 meetings;  
Mr John Field – attended 9 of 9 meetings;  
Professor Thomas Garavan – attended 1 of 4 meetings;  
Mr Martin Hayes – attended 2 of 9 meetings;  
Professor Michael Hayes – attended 8 of 9 meetings;  
Mr Michael Houlihan – attended 8 of 9 meetings;  
Mr Tadhg B Kearney – attended 7 of 9 meetings;  
Cllr Kathleen Leddin – succeeded by Cllr Michael Sheahan and attended 7 of 7 meetings;  
Mr Richard Leonard – attended 6 of 9 meetings;  
Ms Trish Long – attended 3 of 9 meetings;  
Mr Shane McCormack – succeeded Ms Catriona Ní Dhonnchú and attended 2 of 2 meetings;  
Professor Paul McCutcheon – attended 9 of 9 meetings;  
Dr Seán McGrath – attended 6 of 9 meetings;  
The Hon Mr Justice John L Murray – attended 9 of 9 meetings;  
Ms Catriona Ní Dhonnchú – succeeded by Mr Shane McCormack and attended 5 of 7 meetings;  
Mr Seamus Noonan – succeeded Ms Lily Carroll and attended 2 of 2 meetings;  
Ms Gráinne O’Connell – attended 3 of 9 meetings;  
Mr John O’Connell – attended 9 of 9 meetings;  
Mr Bobby O’Connor – attended 8 of 9 meetings;  
Cllr Jerry O’Dea – succeeded Cllr John Sheahan and attended 1 of 1 meetings;  
Dr Máirtín Ó Droma – attended 8 of 9 meetings;  
Mr David O’Flynn – attended 2 of 9 meetings;  
Ms Emma Porter – succeeded by Mr Tommy Bolger and attended 5 of 7 meetings;

Dr Wynette Redington – 8 of 9 meetings;  
Mr Pat Rockett – attended 7 of 9 meetings;  
Cllr John Sheahan – succeeded by Cllr Jerry O’Dea and attended 2 of 7 meetings;  
Cllr Michael Sheahan – succeeded Cllr Kathleen Leddin and attended 1 of 2 meetings;  
Dr Peter Tiernan – attended 8 of 9 meetings;  
Ms Judith Woodworth – attended 6 of 9 meetings.

*I had permission to be absent from meetings as provided for in Section 3(3) of the Third Schedule of the Universities Act, 1997.*

***Fees and aggregate expenses paid to members of Governing Authority***

Expenses paid to external members of Governing Authority are in accordance with the Guidelines from the Department of Finance. The 2012 national Code of Governance requires that fees and expenses paid to members of Governing Authority are presented in the Annual Report. Fees are not paid to members of Governing Authority. In the period under review expenses paid to members of Governing Authority amounted to €11,673.





**UNIVERSITY *of* LIMERICK**

**OLLSCOIL LUIMNIGH**