

KBS

KEMMY BUSINESS SCHOOL **MAGAZINE**

ISSUE #3
AUTUMN
2018

***KBS, UL researchers
& the AA announce
connected car
research
partnership***

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*KBS is Ireland's Best
Business School*

OUTSTANDING STUDENTS
*Honoured at the KBS/
Northern Trust awards*

COMMUNITY ENGAGEMENT
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KBS Magazine is published by the Kemmy Business School (KBS), University of Limerick (UL). While every care has been taken to ensure accuracy in the compilation of this magazine, KBS, UL cannot accept responsibility for any errors or omissions or effects arising thereof. However, any such errors or omissions may be brought to the attention of the Editors. All material is copyright. Contributions in the form of feature articles, news items, letters and photographs are welcome. We would also be delighted to receive your comments and ideas for future editions – please email Yvonne.Diggins@ul.ie

Dean's Welcome

Welcome to the third edition of the Kemmy Business School Magazine, where we have an opportunity to review some of the major happenings in the Kemmy Business School (KBS), University of Limerick (UL) over recent months.

Kemmy Business School, University of Limerick, is one of the largest business schools in Ireland, and is academic home to almost 3,000 students and over 100 enthusiastic faculty and staff. Formed over 30 years ago, the Kemmy Business School is a full-service school, offering programmes and qualifications across a full range of levels and business disciplines. Kemmy Business School has a reputation for providing a first class business education that prepares graduates for successful and rewarding careers in a variety of business disciplines and professions. With prestigious international accreditations, we take pride in the quality of our programmes and the calibre of our graduates. You will see that over the past number of months the Kemmy Business School has succeeded in enhancing our national and international reputation by:

- *Facilitating an engaged and distinctive student-centred education*
- *Strengthening our existing excellence in research*
- *Internationalising all relevant aspects of Kemmy Business School*
- *Providing leadership in economic, social and community development*

As a result of these successes the past year has been one of strong growth for the Kemmy Business School in terms of student numbers and profile: our BBS suite of programmes continues to be hugely popular and CAO points for our BA in International Business have increased dramatically, while at postgraduate level, our very attractive programmes are in considerable demand, and significantly this demand is increasingly coming from international students.

If you want to gain a first class business education in state-of-the-art facilities, then the Kemmy Business School, University of Limerick, is for you.

I hope you enjoy reading about our successes.

PROFESSOR PHILIP O'REGAN

**Executive Dean, Kemmy Business School,
University of Limerick**



As a result of these successes the past year has been one of strong growth for the Kemmy Business School in terms of student numbers and profile...

SUPPLY CHAIN APPRENTICESHIPS TO BE DEVELOPED BY MANAGEMENT DEVELOPMENT UNIT



Photo: R – L Sean Nolan, IPICS, Yvonne Delaney (MDU), Mr Richard Bruton Minister for Education and Skills, Michael O'Callaghan (IPICS) at the launch.

The Management Development Unit, Kemmy Business School in conjunction with CPE in the University of Limerick and industry partners IPICS (Supply Chain Management Institute) have been proposed by the Apprentice council as coordinating providers for the following apprenticeships for further development;

- Supply Chain Associate Apprenticeship
- Supply Chain Manager Apprenticeship
- Supply Chain Specialist Apprenticeship

KBS & CENTRE FOR PROJECT MANAGEMENT RETAINS ITS STATUS AMONGST THE RANKS OF SELECT INSTITUTIONS

The Centre for Project Management and Kemmy Business School has recently been awarded accreditation by the Project Management Institute (PMI) Global Accreditation Centre for Project Management Education Programs (GAC) for the following programmes;

- 5-year reaccreditation for both the MSc in Project & Programme Management (Online) and the MSc in Project Management
- 5-year initial accreditation conferred on the Executive MBA Programme

A photograph of three men in academic regalia standing outdoors. The man on the left is wearing a black gown with yellow and gold trim. The man in the center is wearing a black gown with a yellow and blue collar. The man on the right is wearing a red gown with a green and white collar. They are all smiling and looking towards the camera.

Inaugural Lecture of Professor Kevin Murphy

Dr Des Fitzgerald, President, UL, Prof. Kevin Murphy, Kemmy Chair of Work and Employment Studies, KBS and Prof. Philip O'Regan, Dean, KBS, UL at the inaugural lecture of Prof. Murphy.

Prof. Kevin R Murphy, Department of Work and Employment Studies, delivered his Inaugural lecture as Kemmy Chair of Work and Employment Studies.

In his talk "Why We Study Work", Professor Murphy described five broad themes that underly research in the Department of Work and Employment Studies argued for the importance of building better, healthier organizations. He outlined many of the challenges inherent in the task and underscored the relationship between this goal and the core missions of the University of Limerick.

Professor Murphy earned his PhD in Psychology from The Pennsylvania State University in 1979, and has served on the faculties of Rice University, New York University, Pennsylvania State University and Colorado State University. He is a Fellow of the American Psychological Association, the Society for Industrial and Organizational Psychology and the American Psychological Society, and the recipient of the Society for Industrial and Organizational Psychology's 2004 Distinguished Scientific Contribution Award. He is the author of over one hundred and ninety articles and book chapters, and author or editor of eleven books, in areas ranging from psychometrics and statistical analysis to individual differences, performance assessment and honesty in the workplace.

He has served as President of the Society for Industrial and Organizational Psychology and Editor of Journal of Applied Psychology and of Industrial and Organizational Psychology: Perspectives on Science and Practice, and is a member of numerous editorial boards. Throughout his career, Professor Murphy has worked to advance both research and the application of that research to solve practical problems in organizations. For example, he served as both a member and the Chair of the U.S. Department of Defense Advisory Committee on Military Personnel Testing, and has also served on five U.S. National Academy of Sciences committees, all of which dealt with problems in the workplace. He has carried out a number of research projects with military and national security organizations, dealing with problems ranging from training to applying research on motivation to problems of nuclear deterrence, and has worked with numerous private and public-sector organizations to build and evaluate their human resource management systems. He is a frequent contributor to RTE Brainstorm, publishing articles on a broad range of topics relevant to understanding behavior in organization.

KBS named Best Business School by InBusiness

Kemmy Business School has been named Best Business School in Ireland 2017 at the Chambers Ireland, InBUSINESS Recognition Awards.

This is the third time that the KBS, UL has won this award. Now in their sixth year, the awards recognise and honour exceptional business achievement and innovation in Irish business. Hosted by Newstalk's Business Editor Vincent Wall and comprising 20 categories, the awards took place in The Westin Dublin on December 6, 2017.



Awards

KBS RECEIVES PRESTIGIOUS 'RECOGNITION FOR EXCELLENCE' AWARD FROM THE UN

Nine recognitions for excellence in Sharing Information on Progress (SIP) reporting were announced during a high-level gathering of United Nations officials, academic deans, business executives, faculty, students, and other stakeholders. KBS received a 'recognition for excellence' award from the UN for its PRME SIP report. Held on the first evening of the 2017 Global Forum for Responsible Management Education – 10 Years of PRME, the special reception honoured nine schools for their high-quality SIP Reports. The recognised institutions were selected by a peer review group under the guidance of Giselle Weybrecht, author, Special Advisor to PRME and expert in sustainable business education. SIP Recognitions have become a tradition of each PRME Global Forum, and are intended to spotlight significant achievements in reporting progress against the Six Principles at higher education signatories to the Principles for Responsible Management Education. This prestigious endorsement not only recognises the quality of the KBS report, but also recognises the extent to which issues of sustainability, responsibility and ethics underpin teaching, research and engagement activities in KBS. KBS involvement with the UN as a PRME Champion School contributes significantly to the KBS international profile, opening the School to several high-quality networks. It also connects KBS at a high level to the major accreditation bodies, as well as facilitating and celebrating KBS external engagement.



HELENA LENIHAN WINS SFI AWARD FOR SCIENCE POLICY

Prof. Helena Lenihan, Department of Economics, KBS was announced as one of the first recipients of a Science Foundation Ireland award for Science Policy Research by Minister for Training, Skills, Innovation, Research and Development, John Halligan TD announced in Dublin on 26th February 2018. The award is valued at €557,423 and the research title is "Evaluating the impact of science policy on the economy and society: A national evaluation and international benchmarking of science policy in Ireland".



KBS TEACHING EXCELLENCE AWARD



The KBS Faculty Teaching and Learning panel reviewed nominees for the KBS Teaching Excellence Award. Dr Antoinette Flynn was chosen as this year's winner and was commended under a number of points including engagement with students, clarity of presentation and excellence of materials.

Research

KBS, UL RESEARCHERS & THE AA ANNOUNCE CONNECTED CAR RESEARCH PARTNERSHIP

The AA along with Dr Finbarr Murphy and Dr Martin Mullins, KBS UL have announced a major research partnership to study developments in connected car technology and their implications for Irish road users.

The rapid development of car technology is heralding a major social change in terms of ownership and personal transport. Both organisations feel that the broader implications in Ireland and elsewhere are not fully understood.

The partnership between Ireland's motoring organisation, with its 170,000 members, and one of Europe's leading research institutions will look at Ireland as a test bed for new vehicle technologies and assess their likely effects.

Connected car trial

UL and the AA are launching a connected car trial featuring technology developed by the AA in partnership with an organisation called Intellematics, which is supported by Europe's motoring organisations.

The Irish trial will see 300 AA Member's cars fitted with a smart device that will connect to the engine management system and share data from it with the AA in real time.

Data will be analysed continually and can be used amongst other things to assess whether an insurance premium has been calculated fairly. The trial will be the first of many shared projects between AA & UL.



Garret Purdy, AA Rescue Patrol, Dr Martin Mullins, Head, Department of Accounting and Finance, and on the right is John Farrell, Commercial Director, AA Ireland.

Above right: Dr Martin Mullins and Dr Finbarr Murphy



FIX THE FIXING LAUNCHED IN UL

Fix the Fixing: Gary Ryan, Dr Deirdre O'Shea, Orla Power, Prof. Philip O'Regan, Sean Kelly, MEP, Dr Una May and Dr Tadhg MacIntyre at the launch.

The findings of the Fix the Fixing: Proactive Quelling of Sports Events Manipulation project were launched nationally by Ireland South MEP Seán Kelly at UL

MORE than 12% of athletes have played in a match that was fixed, according to the findings of a European survey published today by researchers at the University of Limerick.

The UL survey, with more than 600 participants across six member states, reported that nearly 15% of respondents had been asked to fix a match within the last year with nearly 40% of participants reporting that club officials were the most likely to instigate the illicit act.

Key survey findings were that more than 12% of respondents indicated they had played in a match that was fixed, almost 15% said they suspected they had played in a match that was fixed and nearly 15% stated they were approached in the past year by someone who asked them to fix a match.

However, of those who were approached to fix a match in the last year, 36% of participants said they would not report any suspicions of fixing, mainly due to lack of trust and confidentiality. Dr Deirdre O'Shea, lecturer in work and organisational psychology at UL was the leading researcher for the survey.

The national lead on the project Dr Tadhg MacIntyre, together with researcher Clare Murphy, conducted a series of focus groups with athletes and referees.

The next steps in the Fix the Fixing project include studying how to increase athlete autonomy and well-being, which will enable athletes to resist coercion, report incidents and ultimately buffer them from the threats of match-fixing.

The Fix the Fixing project comprised experts in sport psychology, sports law, organisational psychology, sport coaching, social media data analytics, and anti-corruption researchers from the following partner institutions: University of Limerick; Queen's University, Belfast; Cyprus Sports Organisation; IRIS (The French Institute for International and Strategic Affairs); ICCE (International Council for Coaching Excellence); Association for the Protection of Integrity in Sports, Austria; KEA (Sports Transparency and Integrity Protection of Greek Athleticism, Greece); ICSS (International Centre for Sport Security); and, was led by Aristotle University of Thessaloniki, Greece.

THESIS-IN-THREE COMPETITION

Martin Laheen, Clodagh Butler, Okezie Emuaga, Myles Kingston, Ruth Lynch, Niamh Lafferty and Barry Sheehan were seven PhD students from KBS who took part in the Thesis-in-three competition for PhD students. They had to present their research in a succinct and engaging way in exactly 3 minutes. Prof. Philip O'Regan, Dean, Kemmy Business School presented the seven PhD students with their prizes. Representatives from KBS went forward to the University finals between the other UL faculties on 22nd May in KBS.

Photo R-L: Myles Kingston, Ruth Lynch, Niamh Lafferty, Prof. Sheila Killian

Community Engagement

SHOWCASING SOCIAL ENTREPRENEURSHIP AND COMMUNITY ENGAGEMENT IMPACT – UL ENACTUS

The UL Enactus Team has had a very successful and eventful year. Enactus is global non-profit organization inspiring students to take entrepreneurial action to create community development. This year saw Enactus UL membership increase to 45 students reflecting the growing motivation and drive of students to engage in creative initiatives that push social change and empower disadvantaged groups and communities.

The Enactus team generated three social enterprise projects as follows:

SILVERLINKS - focussed on bridging the resource gap of social entrepreneurs who are in need of business advice by matching them up in a mentoring relationship with retired business people. The project serves as a broker between the social entrepreneur and retired person and works with ISAX and BNest in identify social entrepreneurs and retirees. In addition to the matching of social entrepreneurs with retirees, the students delivered practical workshops to social entrepreneurs on marketing research, social media and introduction to accounting.

RESTART - still in its early stage of development, ReStart aims to integrate refugees and asylum seekers into society through the arts, as well as giving them opportunities to grow their soft skills and improving their use of English. The project targets adults and teenagers and has worked with UL Sanctuary on these initiatives.

SPARKED - SPARKED- Sparking the Light for a Brighter Future' empowers primary and secondary pupils from disadvantaged urban areas in Limerick through the provision of revision classes, educational boot camps, learning supports for children with specialised learning needs and mentoring in personal development. The team collaborated with Limerick's Gateway to Education to deliver the supports.



The UL Enactus team pictured with their faculty advisor Dr Briga Hynes, Jack Whelan, Sikhulekile Ruth Ndlovu, Jack O'Connor, Gráinne Gibson, Catherine Hallinan and Meave Bennett. The second Faculty advisor is Brian Shee.

Opposite page: Enactus UL winners of the Citi Ireland Pathways to Progress Programme! Students Catherine Hallinan and Lucinda – Jayne Hamilton.



The Enactus team also designed and delivered a Youth Leadership Programme with the objective of instilling a culture of volunteering to Transition Year students and providing them with leadership skills to act as leaders within their communities. These students then volunteered with Limericks Gateway to Education and other local charities to provide a greater range of homework club services and hours. The SparkEd project was the primary project the students worked on.

In 2018, KBS was nominated to host the All Ireland Enactus Summit. This event brought over 100 students from 10 Higher Education Institutions across Ireland to participate in the Student Leadership Development Programme. Enactus Ireland corporate partners including Abbott, Bank of Ireland, CarTrawler, KBC Bank, Enterprise –Rent-a Car and Unilever and KBS faculty delivered training in topics such as Revenue Streams, Project Management, Brand Creation, Business Planning/Scaling, Social Impact, provided mentoring sessions to students and facilitated project workshops and pitching sessions.

The participating student teams worked on a range of social projects identifying practical solutions to combatting social issues including homelessness, unemployment, mental health, immigration-related issues and social isolation through a partnership approach with local and regional community groups and not-for profit organizations.

The SparkEd project continued to excel nationally and was chosen as the overall National winner in the Citibank's Pathway to Progress Competition securing €3,000 in seed funding to invest in the enterprise. The Pathways to Progress programme is a joint collaboration between Citibank Ireland and Enactus recognising youth social entrepreneurship projects focussing on empowering disadvantaged youths (16–24 years) across Ireland.

The year accumulated with the Enactus team making it into the final round of four teams of the 2018 Enactus Ireland National Competition with the SparkEd project. There was a very positive response by the judges to the Youth Leadership programme of SparkEd highlighting its novel approach to instilling a culture of volunteering to TY students whilst providing them with leadership and personal development skills. The Programme consisted of three elements as follows:

- Instilling a culture of volunteering within the lives of the students and introducing them to community social enterprises such as Limerick's Gateways to Education and other homework clubs.
- Transferring leadership skills through two workshops; the first on decision-making and the second on communication skills.
- Giving the students an opportunity to showcase these skills and what they have learned, through presentations in front of Enactus faculty advisors and partners from Citibank.

As a result of the success of this Leadership Development programme the two Secondary Schools involved in the project indicated that they are interested in making it available to their Transition Year students in 2019.

The Youth Leadership programme was delivered to 22 Transition Year students who were empowered to use what they learned by volunteering with Limerick's Gateway to Education. These students put in over 220 hours of volunteer time and the Enactus team put in over 3000 hours volunteering with Limericks Gateway to Education.

Finally, Jack O' Connor, a team member added to the team's success, as he was crowned overall winner of the Enactus Grassroots Pitching Competition.

DAFFODIL DAY 2018 – KBS COFFEE MORNING RAISES €2,200 AND €30,500 SINCE 2010

At its annual Daffodil Day Coffee Morning, KBS raised €2,100 in aid of the Irish Cancer Society, on 23rd March 2018. Limerick's local businesses (Bean A Ti, Castle Oaks Hotel, Castletroy Park Hotel, Dane's Bakery, Hook & Ladder, Ivan's, O'Connor's Bakery, Planters, Quigley's, Treats Newport, Delish, Tuscany Bistro and Zest), as well as UL staff, students, family and friends, donated an overwhelming amount of cakes, buns, and sweet-treats to the coffee morning. Tea and coffee was kindly sponsored by Aramark Catering Ltd. The KBS Daffodil Day Coffee Morning had a fantastic turnout from our on-campus colleagues, students, family members, and friends. To date the coffee mornings have raised over €30,500 for the Irish Cancer Society.



OUTSTANDING STUDENTS HONoured AT KBS/ NORTHERN TRUST AWARDS

High achieving University of Limerick business and management students were this week honoured with a KBS/Northern Trust Outstanding Scholar Award. This is the 14th year of the awards run by the KBS, UL, and recognises the most outstanding scholars in the School each year. 56 students were presented with their award certificates by Prof. Philip O'Regan, Dean KBS, UL, and Nick Gilbert, Head of GFS Operations Ireland, Northern Trust at a ceremony, which took place at the Kemmy Business School, University of Limerick. The Louise Newman Memorial Prize was also presented at the ceremony by Mr Brian Collins, President, Insurance Institute of Ireland, Limerick Branch, and this year's recipient was Maria Sweeney, from Co. Clare. This is a prestigious accolade given to the top University of Limerick insurance graduate each year. This prize was established in 2002 to mark the untimely passing of an outstanding business academic, Louise Newman, and reflects her previous active association with the Insurance Institute of Ireland, who generously sponsor this annual prize. Louise lectured in the Risk Management and Insurance discipline, in the Kemmy Business School, from 1996 to 2001.



KBS RECOGNISES SUCCESS OF JC BUSINESS STUDIES STUDENTS

Students from the mid-west region who received an A in Junior Certificate Higher Level Business Studies in 2017 were recently presented with Certificates of Achievement from the Kemmy Business School (KBS), University of Limerick (UL). The event, held in association with the Business Studies Teachers Association of Ireland (BSTAI), celebrates and recognises excellence in Junior Certificate Business Studies. This is the sixth year that the Kemmy Business School (KBS) has held these awards and over 250 students from the region were recognised at the ceremony, which was also attended by their parents, business studies teachers and school principals. The students, whose exceptional achievement was recognised, represented nearly 50 individual schools from counties Limerick, Clare and North Tipperary.

Graduates & Students

UL ALUMNI AWARDS

The University of Limerick Alumni Association highest honour was bestowed upon outstanding KBS graduates, Clodagh Cavanagh (Bachelor Business Studies (Accounting) '03) and Tim Kenny (Business Studies '81).

TIM KENNY /
2017 Recipient
of Outstanding
Achievement UL
Alumni Award –
Society



A proud native of Ballyheigue, Co. Kerry, Tim graduated in 1981 from the University of Limerick (then NIHE Limerick) with a National Diploma in Business Studies. He began his working life as a Treaty Accountant & Credit Controller with global general insurance and reinsurance company QBE, based at their offices in Shannon, Co. Clare. In 1987, Tim applied for a Donnelly Visa and along with many Irish graduates of that era, he headed to the US. After arriving in the U.S., Tim first took up a position with Unione Italiana Reinsurance Company of America and following this, he joined the Reinsurance Corporation of New York where, as Vice President and Controller, he directed the corporate financial function. In 1994, he re-joined QBE Insurance Group, where he rose through the ranks as Chief Financial Officer, Executive Vice President and in 2000, he became President and Chief Executive Officer of QBE North America. Under his stewardship, QBE expanded through acquisitions in the US, Argentina, Brazil, Colombia, Mexico, Peru and Panama, with revenues increasing from just under \$100 million to over \$4.5 billion. Having always had something of an entrepreneurial spirit, Tim left QBE to set up his own business in 2009. Staying with the sector he knew best, Tim co-founded Aran Insurance Services Group in 2009 with long-time colleague and friend, John LaCava. Tim also re-established connections with his alma mater when in June 2015, he joined the Board of the UL

Alumni Association "to give back to the institution that gave me a head start in life and to make a difference." Since then, Tim has had a key role in the re-launch of the New York UL Alumni Chapter, of which he is Chair of the local Chapter Committee.

In July 1999, twelve years after his arrival in the US, Tim was in his backyard with two of his friends having a few drinks after a day of golf, when he challenged them "on how we might give back to society in return for our good fortune in business". While none of the three had a connection with childhood cancer, they were moved by this particular cause. And a plan was formed, with the target to raise \$17,000 on March 17th by getting 17 people to raise \$1,000 each by shaving their heads (this was an intentional act of solidarity with the many children losing their hair while undergoing chemotherapy). On their inaugural event on St. Patrick's Day 2000, over \$104,000 was raised and by 2002, the one million dollar mark had been reached.

And so it turned out that this very casual conversation between friends led to the formal establishment of the St. Baldrick's Foundation in 2004, with Tim Kenny, John Bender and Enda McDonnell as its co-founders. From the outset, the goals of the not-for-profit Foundation are clear: to raise money for childhood cancer research, to boost research capability, to increase survival rates and to raise overall awareness of childhood cancer.

To date, over \$300 million has been raised by St. Baldrick's at events across 50 US states and over 28 countries. The range of grants now include hypothesis-driven research grants, scholar awards and infrastructure support to help local institutions treat more children in clinical trials, their best hope for a cure. In 2010, the Foundation hosted its first Research Priorities Summit attended by over 25 of the most respected paediatric cancer researchers and oncologists from the US, Canada and South America. As a result of research supported by St. Baldrick's, the

Food and Drugs Administration (FDA) approved a new drug that drastically increases the cure rate for high risk neuroblastoma patients, the third only specific children's cancer drug to be developed and approved in the past 20 years. On August 30 of this year, the FDA again approved a transformative CAR-T Cell Therapy (Immunotherapy) for children with leukaemia. Today, as Chairman Emeritus and current Board Director of the St. Baldrick's Foundation, Tim is proud of what the Foundation has achieved.

Clodagh Cavanagh – 2017 Recipient of Outstanding Achievement UL Alumni Award – Business



Born and raised in Nenagh, Co. Tipperary, Clodagh Cavanagh is the fifth generation of her family to make a living out of forging steel for the benefit of farming customers. From a very young age, Clodagh has been surrounded by a family of hardworking people. Her grandparents, Joe and Mary Cavanagh, set up Abbey Machinery Ltd in 1947 and her father, Charles Cavanagh took over running the business in the late 1970's. Clodagh's father oversaw the development of the business until he handed over the reins to his daughter in 2012.

Growing up, Clodagh was always enthused with the ethos of the family business and in particular, she greatly admired her grandmother who became her role model. This led to Clodagh launching her own very successful career, first by graduating from the University of Limerick in 2003 with a Bachelor's Degree (Honours) in Business Studies. The following year, she joined the family business as a trainee accountant, after spending a year in Australia & New Zealand. Over the following eight years at Abbey Machinery, Clodagh learned the ropes before stepping into the Managing Director role in 2012. During this time, she became a member of the Association of Certified Chartered Accountants and completed the Leadership 4 Growth CFO programme with Enterprise Ireland at Stanford University, California. Clodagh is also an active member of the Farm Tractor & Machinery Trade Association (FTMTA), as well as Action For Jobs committee in the Mid-West Region.

Today, Abbey Machinery is one of Ireland's largest and most respected manufacturers of agricultural equipment, with technology catering for the 'Total Cow'. It specialises in the manufacture and distribution of Agricultural equipment, including Slurry, Muck Handling and Feeding Equipment around the world, in markets as diverse as Australia, New Zealand, Saudi Arabia, United Arab Emirates, France, Poland and the UK.

Abbey Machinery operates from a new modern factory which stands on a 30 acre site and 100,000ft² of factory buildings in Toomevara, Co. Tipperary, which incorporates a dedicated Research & Development area of 12,500ft². The decision to build this new facility on a greenfield site was one of Clodagh's first major projects after she became Managing Director and it has been a huge success. This thriving indigenous organisation currently employs just under 100 people, the majority of whom are based at its Toomevara plant, with the remainder consisting of field sales staff throughout Ireland, UK and International Markets, plus retail and service staff at its retail outlets in Nenagh and Clonmel. In a male-dominated industry, Clodagh never shies away from a challenge and has been honoured with many outstanding awards, including the inaugural Anna May McHugh Female Leadership in Agriculture Perpetual Trophy 2017. She was also nominated for the EY Entrepreneur of the Year in 2017. In fact, Clodagh is an ambitious woman on several missions and is also proud mother to two beautiful boys with husband, Stephen Smyth.

HIGH ACHIEVERS

FoodCloud selected for prestigious Silicon Valley accelerator



KBS, UL graduate, Aoibheann O'Brien's Irish start-up, FoodCloud, is among 16 companies to be accepted for the Blackbox Connect programme.

FoodCloud has beaten hundreds of companies from around the world to win a place on the prestigious Blackbox Connect accelerator programme in Silicon Valley, California.

Social enterprise FoodCloud, a not-for-profit social enterprise that has developed software which helps businesses redistribute surplus food to charities, is one of just 16 companies accepted for the programme.

Blackbox Connect, which is sponsored by Google, aims to link foreign high-growth potential companies with the Silicon Valley network. The two-week residential accelerator, which takes place later this month, consists of an intense programme of pitching workshops, mentoring sessions and talks with investors, lawyers, journalists, experts and entrepreneurs.

This year's competition was seen as particularly tough with 40 partners from around the world nominating more than 210 applicants from 42 countries.

FoodCloud was co-founded by KBS, UL graduate Aoibheann O'Brien and Iseult Ward in 2012. It has developed a software platform that enables businesses to redistribute surplus food to charities. Since it was established, some 8,300 tonnes of food, or more than 18 million meals, have been diverted from landfill.

Ms Ward was named on Forbes's prestigious "30 under-30 Europe" list of leading innovators, entrepreneurs and leaders earlier this year while both she and Ms O'Brien received a special contribution award at last month's EY Ireland Entrepreneur of the Year Awards.

KBS Postgraduate ETF Portfolio Investment Fund competition!

Congratulations to winners of the KBS Postgraduate ETF Portfolio Investment Fund competition. The MSc students created the portfolio of ETFs which the fund will invest in for the next 10 months. We are hoping for some great returns on their portfolio idea!



Left to Right: MSc Financial Services students, Niall Horan, Evan Moloney, Katie Foyle, Stephen White and Matthew Moran.

KBS, UL MBA graduates awarded Pharma Company of the Year – SME

KBS, UL MBA graduates, Patsy Carney and Tom Brennan, EirGen co-founders, were recently awarded Pharma Company of the Year – SME at the national Pharma Industry Awards 2017. Since launching in 2014, the Pharma Industry Awards has established itself as the benchmark for excellence for those operating in Ireland's pharma industry. Tom and Patsy undertook the MBA programme together at KBS, UL, graduating in 2005. During their studies, they identified a specific niche in the pharmaceutical industry focusing on the development of highly potent pharmaceutical products. The original business plan to develop this opportunity was in fact an assignment for the Entrepreneurship Module of the MBA programme, led by Prof. Patricia Fleming at UL. During this time, Tom and Patsy – accompanied by Prof. Fleming – also took their business idea to San Diego where they represented UL at an International Business Plans Competition, making it to the final six and the only European entry at that stage of the competition. In the same competition, they also won an award for the best "telephone pitch" to a US investment banker. Tom and Patsy's Business Plan led to the creation of EirGen Pharma in Waterford, a company which now exports products to 45 countries worldwide including all of the EU, US, Canada and Japan, from its state of the art high containment facility



In the decade since it was founded, EirGen has successfully completed over 45 clinical studies, mainly in the oncology therapeutic area and now employs over 140 highly skilled personnel at their facility in Waterford which is licensed by the HPRA, FDA and Japanese PMDA regulatory authorities. The company also benefited from a substantial investment from Saudi Pharmaceuticals Industries and Medical Appliances Corporation, one of the biggest pharma companies in the Middle East, using those funds to build out the facility and invest more in their R&D pipeline in 2012.

Always looking for the next opportunity, Tom and Patsy then turned their attention to the U.S., where much of their business lies, with a view to attracting the right company to bring theirs to the next level. In May 2015, EirGen was acquired (in a deal worth 135 million dollars) by OPKO Health Inc., a Miami, Florida based pharmaceutical company engaged in providing total solutions from diagnosis to treatment for unmet medical needs to improve the lives of patients. Part of the deal was that both Tom and Patsy would remain in their roles at the company where Co-Founder Tom is the CTO while Co-Founder Patsy is the CEO. EirGen Pharma has been nominated for and won numerous awards including:

- Irish Life Science Exporter of Year
- AIB / Business & Finance Irish Emerging Company of the Year
- Ernst & Young Entrepreneur of the Year
- David Manley Start Up Business of the Year
- UL Alumni Award – Contribution to Business

Today, Tom and Patsy are committed to and excited about the future of the company they founded. Earlier this year, EirGen OPKO entered into an agreement with IDA to acquire an Advanced Technology Building in Waterford to establish a new state of the art R&D facility which will lead to the creation of an additional 150 jobs.

KBS STUDENTS FEATURED ON GLOBAL SUSTAINABLE PLATFORM

1964 Students enrolled in Kemmy Business School's MSc Financial Services were recently named as finalists in the 2018 Aim2Flourish Flourish Prizes. Aim2Flourish is a global story-telling platform which aims to highlight sustainable innovations in for-profit business. This is Kemmy Business School's first year contributing to the Aim2Flourish platform, though the school has worked with many of the founding partners including the United Nations-sponsored Principles for Responsible Management Education initiative and Globally Responsible Leadership Initiative. KBS is a Champion member of PRME and remains highly engaged at a global level with both initiatives. The group, comprised of MSc students Victoria O'Halloran, Raphaëlle Robeyns, Rinky Chetia, Dimah Abuabah and Gaurav Taneja, partnered with local business Bord Na Mona (Kildare) to tell the story of Ireland's Lough Boora Discovery Park. The park had been a thriving source for peat harvesting but has recently made transitions which align their own priorities to advance biodiversity and profile opportunities for similar lands on local, national and international scales. The students reported upon the inspiration behind Bord Na Mona's cutting edge work and overall impact, aligning both to business, social and environmental benefit. The group also aligned these local priorities with the United Nation's Sustainable Development Goals for Sustainable Cities and Communities, Responsible Consumption and Production, Life below Water, Life on Land and Climate Action. The student's story can be read on: www.aim2flourish.com The group completed work on this project as a core component of the SG6002: Corporate Responsibility module with Meredith Storey and Prof. Sheila Killan. This course aims to raise student knowledge, awareness and action around responsible business, corporate social responsibility and the UN's sustainable development goals. Throughout the course of the year, additional stories of engagement have been published by Aim2Flourish, including those written by students in the MSc Risk Management and Insurance, Computational Finance, Entrepreneurship and International Management & Global Business programmes.

SOCIAL MEDIA FOR SOCIAL GOOD STORY FAIR

The winners of the best social media strategy displays at the recently held #BR4041 'Social Media for Social Good' 2018 Story Fair, took place in Kemmy Business School today where UL students presented their projects on developing videos and social media strategies for local charities and community groups. Joint winners of this year's Story Fair were Holly Brennan & Kara Gilleran who completed projects for Rape Crisis MidWest and Eimear Murphy for Adapt Services were presented with prizes by Dr John Lannon, KBS.



Eimear Murphy receives her prize from Dr John Lannon,



Holly Brennan & Kara Gilleran receive their prize from Dr John Lannon.



KBS, UL TEAM WINS THE IRISH TAX INSTITUTE FANTASY BUDGET 2018 COMPETITION

Four 3rd year Bachelor of Business Studies students from KBS were awarded first prize in the National Fantasy Budget 2018 Competition run by the Irish Tax Institute on their reflections on Budget 2018. Their project was part of a module assignment carried out in Taxation Theory and Practice. Some of Ireland's leading business commentators and economists judged the submissions.



L-R: Joanne Whelan (lecturer), Ciaran Guinan, Cian Corcoran, Emma Murphy, Emma Lane and David Fennell, President of the Irish Tax Institute



KBS STUDENTS ON THE ALL-IRELAND WINNING FITZGIBBON AND ASHBOURNE CUP TEAMS

14 KBS Students were on the All-Ireland winning Fitzgibbon and Ashbourne Cup teams 2018 were congratulated by Prof. Philip O'Regan, Dean Kemmy Business School on their achievement.

Photo L-R David Gleeson, Lorcan Lyons, Mairead Burke, Ciannait Walsh, Ian Galvin and Pat Ryan. Missing from the photo are Sean Finn, David Fitzgerald, Kyle Hayes, Rory Hayes, Paul Maher, Barry Murphy, Tom Morrissey and Barry Nash.

KBS STUDENTS NAMED IN GAA HIGHER EDUCATION HURLING TEAM OF YEAR



Well done to Sean Finn and David Fitzgerald Undergraduate Students in Kemmy Business Studies and members of the UL wolves GAA team who were named in the Electric Ireland GAA Higher Education Hurling Team of the Year in Croke Park.

1,000TH REVENUE STUDENT GRADUATES IN TAXATION

Theresa Curley from Athlone became the 1,000th person to graduate from the Degree in Taxation at University of Limerick (UL) when she and her classmates were conferred at Winter conferring. The conferring ceremony marks a milestone in the unique education partnership between University of Limerick and the Revenue Commissioners and saw the 11th cohort from the combined Diploma and Degree programmes in Applied Taxation graduating. The programmes include a broad range of tax, law, economics, governance, data analytics and related topics combined with a highly focused tax research project. Previous years' graduates have been promoted to senior positions within the organisation, including to Assistant Secretary level.

Pictured below: UL President, Dr Desmond Fitzgerald with Niall Cody, chairman of Revenue Commissioners, congratulating Theresa Curley, the 1,000th student to graduate from the Applied Taxation programmes, which are run in partnership between the University of Limerick and Revenue.



Internationalisation

PEADAR COLLINS ON STUDENT PLACEMENT IN MASSEY UNIVERSITY, NEW ZEALAND

KBS BBS student Peadar Collins is currently on Erasmus placement in Massey University in New Zealand as part of their Global Athlete Student (GSA) program for rugby. Peadar (first on the front row in white hat) enjoying hanging out with his classmates in Massey University.



MBA STUDENTS VISIT SAN FRANCISCO & SILICON VALLEY



The MBA International Workshop to San Francisco and Silicon Valley took place from June 3-9th 2018. 31 students visited companies such as Intuitive Surgical, Oracle, SAP, Johnson & Johnson Labs, PCH International, Salesforce, and Active Minds Technology. Participants also visited the Irish Consulate and heard presentations from a variety of entrepreneurs, Enterprise Ireland and the Department of Homelessness & Supportive Housing. They also managed to find time to visit Alcatraz and cycle over the Golden Gate Bridge.

INTERNATIONAL WORKSHOP TO LONDON

The MSc Financial Services and MSc Computational Finance master classes travelled to the City of London in January 2018 to experience life as a finance graduate. This educational tour included visiting Citi Bank Group, Lloyds and Bank of England, among others. As part of the tour, the KBS group was hosted by Morgan McKinley Specialist Finance Recruiters, for the third year in a row. Director Hamish McCombie (Front, centre left) organised two events for the students, the first to understand what to expect as international graduates living and working in London (by meeting recent graduates) and secondly, how to tailor their CVs to maximise their potential in the graduate race (role playing the graduate screening process). Thanks to Hamish and his team for a wonderful event and for facilitating a follow-up CV review for these students!



Events

CONFRONTING CHALLENGES AND SEIZING OPPORTUNITIES IN IRISH TOURISM: **THE ROLE OF THE PUBLIC SECTOR**

The University of Limerick recently held the 8th Annual Tourism Policy Workshop at Dromoland Castle.

The workshop brought together senior decision makers and stakeholders in tourism from the public and private sectors with the objective of stimulating the long-term economic contribution of tourism to the Irish economy and society. The challenges for the Irish economy and society occasioned by Brexit, geopolitical turbulence and technological disruptions are already at play and are likely to have even more profound effects in the years ahead. Resultantly, the Tourism Sector must respond through serious analysis and identification of the "Strategic" responses required and how same should be funded. The workshop facilitated such engagement by all who value the role that tourism plays in the Irish economy and society. This workshop is an initiative of Prof. Jim Deegan, Director of The National Centre for Tourism Policy Studies, University of Limerick.

Prof. Alan Ahern, Jan Richards, Prof. Jim Deegan, Prof. Daniel Gschwind





UL CONFERENCE DEBATES PUBLIC PRIVATE PARTNERSHIPS

Pictured at the event was Brendan Ellison, Department of Public Expenditure and Reform, Cormac Murphy, European Investment Bank, Prof. Eoin Reeves, Head, Department of Economics, Kemmy Business School, University of Limerick, Gerard Cahillane, National Treasury Management Agency, Dr Donal Palcic, Department of Economics, Kemmy Business School, University of Limerick, Prof. Richard Geddes, Cornell University and Dr Rory Hearne, Maynooth University.

A major conference took place in Limerick recently looking at the challenges surrounding Public Private Partnerships. The Department of Economics, Kemmy Business School, University of Limerick hosted the conference, which explored international perspectives on the performance and challenges of public private partnerships (PPP). The conference assembled key international scholars as well as domestic practitioners engaged with Irish-based PPP projects. The conference was sponsored by the Kemmy Business School, University of Limerick and Limerick City and County Council.

IAFA DOCTORAL COLLOQUIUM AND 31ST ANNUAL CONFERENCE

The Department of Accounting and Finance hosted the 31st Annual Irish Accounting and Finance Association Conference in the KBS between the 23rd-25th May. The conference ran over 3 days, with the Doctoral Colloquium taking place on Wednesday and the main conference spread over Thursday and Friday. 31 papers were presented by PhD students on Wednesday, facilitated by 17 experienced academics who provided feedback. A total of €6,000 in research funding was awarded to 4 students to support their research. 45 papers were presented at the conference with Key Note sessions delivered by Prof. Jan Bebbington from St. Andrews in Scotland and Michael Noonan, facilitated by Kathryn Hayes (lecturer in journalism). 66 delegates attended the doctoral colloquium with 100 delegates involved in the main conference.



Kathryn Hayes interviews Mr Michael Noonan after his Keynote session.



BUILDING ENTREPRENEURS OF THE FUTURE – **UL ENTREPRENEURSHIP, CREATIVITY AND INNOVATION BOOTCAMP**

THE next generation of Limerick business leaders and entrepreneurs were given the opportunity to experience business start-up first hand at the inaugural Entrepreneurship, Creativity and Innovation Bootcamp hosted by the Kemmy Business School and the Nexus Innovation Centre

More than 25 students across Limerick participated in the five-day programme aimed to create a student mind-set that is solution focused; providing knowledge and skills to generate and design innovative solutions that result in new business opportunities. It focussed on developing and supported transferable skills such as communication, project management and design thinking, business pitching and selling skills.

The programme was delivered in a highly engaging and creative way through workshops, role-playing, company visits and guest speakers from entrepreneurs. A wide variety of guest speakers and mentors from financial institutions, technology transfer supports, venture capitalists and entrepreneurs were provided throughout the programme. These contributors outlined their experience of creativity and innovation from an early stage perspective.

Students in team worked on several projects from a cross disciplinary perspective with industry experts and experienced mentors, complemented by the chance to practice their knowledge in a commercial environment. A site visit to Johnson and Johnson enabled students to meet with designers and creators of contact lens products and witness first-hand the internal workings of a large production facility. Students were also provided with the opportunity to pitch their business ideas to senior executives within Johnson & Johnson and obtain feedback on both the idea and their presentation skills. The camp was also an opportunity for second-level students to experience life on a higher-education campus.

Speaking at the camp Dr Briga Hynes, Lecturer in Entrepreneurship at UL said: "KBS was delighted to partner with Nexus on this exciting initiative which very much aligns with the entrepreneurial ethos of the school. Briga added that there is a wealth of innovative thinking among our bright student population and programmes such as this bootcamp are central in unleashing the entrepreneurial potential and capability of students at an early age to cultivate the next generation of entrepreneurs. We hope this programme has played a part in instilling that entrepreneurial mind-set in students and their start-up journey".

The bootcamp is supported by the Higher Education Authority (HEA), on behalf of the Department of Education and Skills as part of investment of €250,000 to provide nearly 1,000 students initiatives that stimulate creativity, innovation and design skills among students.

'CREATIVITY IN EDUCATION' SYMPOSIUM

The University of Limerick hosted the 'Creativity in Education' Symposium as part of the wider Ireland New York (I.NY) Festival. The Festival encompassed a fascinating cultural programme celebrating the relationship between Ireland and New York – 'one story at a time'.

The Symposium, chaired by Prof. Lisa O'Malley of the Kemmy Business School took place in the Irish World Academy of Music and Dance and engaged educators, artists, entrepreneurs and policymakers in an international, inter-disciplinary conversation advancing emerging narratives of creativity in education. Keynote presentations were delivered by Prof. Sarah Moore (Chair of Ireland's National Forum for the Enhancement of Teaching and Learning in Higher Education), and Dermott Rowan (MD of Kiely Rowan PLC, responsible for the internationally renowned Orla Kiely brand). Both presenters acknowledged the importance of engendering creativity through education but, importantly, both highlighted the numerous challenges that have yet to be overcome.

An international panel evaluated the extent to which efforts to promote creativity in education have been effective. The panel comprised Dr Jane O'Meara Sanders (Founding Member of the Sanders Institute), Steve Dahlberg (Founder and Director of the International Centre for Creativity and Imagination), Marie Parker Jenkins (Prof. of Education at the University of Limerick), and Monica Spencer (Member of the Arts Council of Ireland, Freelance Producer, Festival Organiser and Community Theatre Facilitator). A second panel of practising artists engaged in an insightful discussion around Art, Creativity and Education. Panel members included Jean Butler (Director of the UCD Irish Dance Ensemble and Associate Prof. of Irish Studies at Glucksman Ireland House, New York University), Mike Finneran (Member of the High Level Implementation Group which has responsibility for overseeing work on the Arts in Education Charter and a former member of the NCCA Board for Early Childhood and Primary Education), Mark O'Kelly (Artist and Lecturer in Fine Art at Limerick School of Art and Design), Trish Long (VP Disney Ireland and board member of the Irish Film Institute), and Mary Nunan (Contemporary dance artist and former Chair of the Special Committee on the Arts and Education).



Prof. Lisa O'Malley, Department of Management and Marketing, KBS, UL, Symposium Chair Opening Address



Dr Leonie Lynch introducing Dermot Rowan, CEO Orla Kiely. Photos Failte Ireland

The Symposium stimulated discussion and a number of issues and challenges emerged. The profound challenges that we face as a society (including climate change, sustainability, globalisation) demand imaginative responses.

NEW BOOK PUBLISHED ON THE ECONOMICS OF HIGHER EDUCATION IN IRELAND

A major new book edited by Dr Darragh Flannery, KBS, UL and Dr John Cullinan, NUI Galway, entitled *Economic Insights on Higher Education Policy in Ireland: Evidence from a Public System*, was recently published by Palgrave MacMillan.

The book synthesises the state of the art in the area of the economics of higher education in Ireland and brings together contributions from a number of leading national and international researchers. It sets out to translate the findings from an often technical and complex body of research, making them accessible to a much wider audience, in order to inform policy and practice.



In particular the book looks to examine questions that have direct policy relevance and it makes a number of policy recommendations. It considers issues such as the factors influencing participation in higher education, the importance of geographic accessibility for higher education outcomes, student retention in third level, as well as the role and impact of access programmes. Other issues addressed concern the regional economic impacts of higher education institutions, the private and public returns to higher education, as well as the big policy issue of the day, who should fund higher education and how.

From left to right, Dr Graham Love, CEO, Higher Education Authority. Dr John Cullinan, NUI Galway. Dr Darragh Flannery, KBS, UL. Prof. Jim Browne, former President, NUI Galway.



TWO KBS STAFF AWARDED THE UL PRESIDENT'S STAFF EXCELLENCE AWARDS 2018

Ms Yvonne Delaney, Director of Management Development Unit (MDU) was awarded the Business Transformation/ Excellence the President's Staff Excellence Award because of her work in the MDU. Dr Finbarr Murphy received the President's Staff Excellence Innovation Awards for innovation in research and solving problems creatively and proactively with positive results.



HUMAN RESOURCE MANAGEMENT IN IRELAND BOOK LAUNCH

Prof. Richard Boyle, Head of Research and Publishing with the Institute of Public Administration, Prof. Paddy Gunnigle & Prof. Michael Morley, KBS, UL and Dr Marian O'Sullivan, Director of the Institute of Public Administration.

The 5th Edition of Human Resource Management in Ireland, co-authored by Prof. Patrick Gunnigle, Prof. of Business Studies at UL, Dr Noreen Heraty, Senior Lecturer in Human Resource Management and Development at UL and Prof. Michael J. Morley, Prof. of Management at UL was recently published by the Institute of Public Administration. The book was launched by Prof. Bill Roche, UCD and Mary Connaughton, Director of the Chartered Institute of Personnel and Development (CIPD) in Ireland, at an event hosted by the IPA in Dublin on 18th Jan 2018. Since its inception, it has sold over 40,000 copies. This fully updated fifth edition of the highly successful HRM in Ireland draws on contemporary research evidence and data on human resource management (HRM) and employment relations (ER) in Ireland, while also incorporating key international advancements in the field.

The book covers HR strategy; HR and the labour market; recruitment and selection; motivation & work design; managing reward and performance; workforce learning and development.

It also includes a chapter on employer approaches to employment relations, which includes a cogent summary of the IR scene. And it brings the series up to date on reforms in the IR system, in general, and covers important developments in employment law.

A special session at the launch was chaired by Dr Richard Boyle, Head of Research and Publishing at the Institute of Public Administration, which published this edition. As Prof. Gunnigle pointed out, this is really the sixth edition of the textbook, given that the very first volume was published in 1990 under the old 'personnel management' label.

Prof. Bill Roche of the UCD School of Business, observed that the text is an exemplar of the genre, and it deserves a wide readership. Bill Roche said that this is a very readable book, which spreads its knowledge lightly, and one that they use widely in UCD and stated it has none of the 'self-reverence' that marks some management textbooks, yet it remains 'cutting edge' and relevant.

Mary Connaughton, CIPD Director, said the text not only captures HR developments in Ireland, but it does this within an international context. This contextual approach contributes to decision-making on a day-to-day basis, she said, "rather than following fads". It is grounded and evidence-based, she added.

Co-author, Michael Morley, explained that the text puts the development of HR in Ireland into a historical context, tracking how a swathe of multinationals arriving here over the decades have influenced HRM practice.

Some trends have gone in and out of fashion. Michael Morley recalled how at one time (1970s/1980s) he was in thrall to the Japanese way of looking at the workplace, at the time comparing this to the highly influential US model.

UL CONFERRINGS



- 1 / *David Geaney, 5 Times World Dancing Champion and "Britain's Got Talent" Semi-Finalist graduated with a Degree in Economics and Mathematical Sciences.*
- 2 / *Nicole Drought Irish Sportswoman of the year 2016 graduated with Degree in Accounting and Finance.*
- 3 / *Niall Rea, Graduated with a BA in Law and Accounting was awarded a cooperative education medal.*
- 4 / *Dr Catriona Cahill, Department of Economics, KBS was conferred with a Doctor of Philosophy.*

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KBS UNDERGRADUATE PROGRAMMES

FULL-TIME PROGRAMMES

- Bachelor of Business Studies (EPAS accredited)
- Bachelor of Arts in International Business
- Bachelor of Arts in Law and Accounting

PART-TIME PROGRAMMES

- BA in Applied Taxation
- BA in Human Resource Management
- BA in Management Practice
- Certificate in Health Services Management
- Certificate in Management
- Diploma in Health Services Management
- Diploma in Human Resource Management
- Diploma in Management
- Higher Certificate in Supervisory and HR Practice

KBS POSTGRADUATE PROGRAMMES

- Executive MBA (part time, block release)
- MA in Business Management
- Master of Taxation
- Masters in International Entrepreneurship Management
- MSc in Computational Finance
- MSc in Economics & Policy Analysis
- MSc in Financial Services
- MSc in Human Resource Management (full time & part time) (EPAS and CIPD Accredited)
- MSc in International Management and Global Business
- MSc in Marketing, Consumption and Society
- MSc in Project and Programme Management (online) (PMI GAC accredited)
- MSc in Project Management (PMI GAC accredited)
- MSc in Risk Management and Insurance
- MSc in Work and Organisational Psychology/Behaviour (full time & part time) (PSI Accredited)
- MA in International Tourism
- Professional Diploma in Accounting
- Research Masters and PhD programmes

SHORT TRAINING PROGRAMMES Centre for Project Management

- Applied Project Management (4 days) (PMI accredited)
- Commercial Project Management (PMI accredited)
- Project Leadership and Communications (PMI accredited)
- Project Management Professional PMP Exam Prep (3 days) (PMI accredited)
- PMP Exam Prep (Project Management Professional) 3 days

SHORT TRAINING PROGRAMMES Management Development Unit

- Managing Communications
- Managing Change and Conflict
- Interviewing skills
- Problem Solving in Projects using PBL
- Finance for Non-Financial Managers

Kemmy Business School / University of Limerick / Limerick / Ireland

T: +353 (0)61 202116 E: DeanKBS@ul.ie

www.ul.ie/business



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