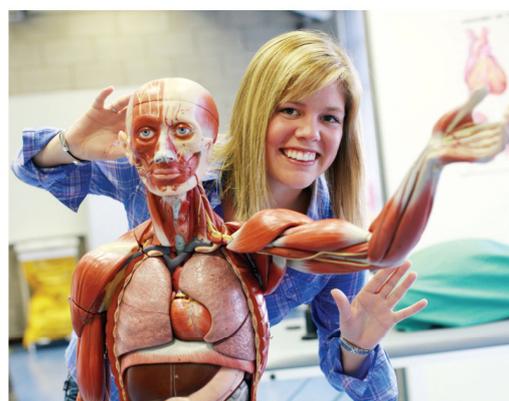




UNIVERSITY of LIMERICK

OLLSCOIL LUIMNIGH



Annual Report

Academic Year 2008/2009

University of Limerick
Ollscoil Luimnigh

Annual Report
Academic Year 2008/2009

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This Annual Report covers the period 1 October 2008 to 30 September 2009. It is available on the UL website at www.ul.ie/web/WWW/Services/News under the Publications section.

CHANCELLOR'S STATEMENT

This is my second Statement for the University's Annual Report since my term of office as Chancellor began in January 2008. The past year has been an extremely challenging one for the University of Limerick and the Irish nation. Due to the deteriorating public finances, the University has been faced with an uphill battle for adequate State funding to meet the needs of our students and staff. The President, Professor Don Barry, and the academic, administrative and research staff of the University have worked tirelessly throughout the year to ensure that, regardless of the financial constraints, the mission and goals of the University continue to be met. On my own behalf and on behalf of the Governing Authority, I wish to express our appreciation to them for their dedication and continued hard work over the past year and ask for their commitment in what is envisaged will be a difficult financial year ahead.

During the year the Governing Authority approved a challenging budget strategy to achieve a balanced budget which is cognisant of the weakened financial situation. The Authority has every confidence that this strategy can be implemented despite the difficulties it may pose to both staff and students.

The work of the Governing Authority in 2008-2009 included the establishment of a Governance Task Force whose remit was to formulate a Code of Governance for the University Governing Authority based on the HEA/IUA Code "Governance of Irish Universities". This UL Code of Governance enshrines the governance principles and qualities of openness, transparency, independence and accountability appropriate to a public body. To further embed the foregoing governance principles, the Governing Authority approved a Code of Conduct for its members in the year under review.

The appointment of faculty and staff is an important function of the Governing Authority and appointments were made at each meeting of the Authority during the period under review.

The exercise of awarding honorary degrees is reserved to the Governing Authority, with the agreement of the Academic Council. The awarding of such degrees to individuals not only brings honour to them but to the University itself. In January 2009 Honorary Doctorates were conferred upon Mr Daniel Tierney, Mr Denis Leonard, Mr Seán Donlon and Ms Cynthia Carroll. An additional Honorary Doctorate was conferred upon Mr Declan Kidney in September 2009.

I would like to acknowledge all the work undertaken by the members of Governing Authority and take this opportunity to thank them for their continued efforts on behalf of the University over the past year.

I would also like to acknowledge the continued dedication and leadership of the President, Professor Don Barry, especially in the current difficult financial situation.

I look forward to continuing my role as Chancellor of the University of Limerick in the year 2009/2010 in the knowledge that the University of Limerick will continue to develop and prosper.

Peter Malone
Chancellor

PRESIDENT'S STATEMENT

I am honoured and delighted to present this Annual Report of the University of Limerick for the Academic Year 2008-09. Here at UL we have intensified our commitment to addressing the social, cultural and economic needs of the community we serve by generating the graduate expertise, the research breakthroughs and the innovative programmes and initiatives that will help to advance our society and create a better future for us all.

The many achievements outlined in this report are a testament to the vision, dedication and endeavour of all members of the campus community and I hope this document will convey some of the depth and breadth of UL's activities, impact and progress over the period under review. As I reflect on its contents I am especially appreciative of the wise counsel and support of the Chancellor and members of our Governing Authority as well as the collective commitment of our faculty, students and alumni.

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 know I speak for all my colleagues in affirming that we are happy to renew our dedication to collaborate with all the members of the UL "family" in the years to come. Together we can make a significant and lasting contribution to Irish life and to the global community as we work in pursuit of our mission.

Go raibh míle maith agaibh.

Professor Don Barry

President

GOVERNING AUTHORITY

1 September 2008 – 30 September 2009

Chancellor

Peter Malone

Members

Professor Don Barry

Dr Marie Bourke

Professor Cyril Burkley

Mr Damien Clancy

Dr Patricia Conlan

Dr Peadar Cremin

Mr George Cunningham*

Ms Breda Deedigan

Dr Eoin Devereux

Mrs Kay Doyle

Professor Jane Edwards

Cllr John Gilligan**

Mr John Fox

Ms Anne Gleeson

Dr John Hillery

Mr Michael Houlihan

Mr Tadhg B Kearney

Dr J J Leahy

Professor Paul McCutcheon

Ms Annette McElligott

Dr Seán McGrath

Ms Caitriona McGrattan ^

Ms Emma Murphy^^

Mr Joe O'Connell

Mr Bobby O'Connor

Mr Patrick O'Brien ^^^

Mr Fachtna O'Driscoll

Ms Jackie O'Shaugnessy

Mr Pat Rockett
Cllr John Gallahue***
Ms Liz Stack

- * Succeeded by Mr Fiach MacChongail in July 2009
- ** Succeeded by Cllr Kevin Kiely in July 2009
- *** Succeeded by Cllr David Naughton in July 2009
- ^ Succeeded by Mr Derek Daly in July 2009
- ^^ Succeeded by Mr Michael J Bourke in July 2009
- ^^^ Succeeded by Mr Ruan Dillon-McLoughlin in July 2009

Acting Secretary's Office

The Acting Secretary's Office is responsible for the management of the University's governance function. The Office's responsibilities also include legislative compliance, the development of University statutes, regulations, policies and procedures, risk management and the management of corporate legal affairs.

The term of office of the current Governing Authority is 1 December 2007 to November 2012.

During the period under review, the Governing Authority:

- Tasked the University's Internal Auditors with reviewing the University's adherence to the requirements of the Universities Act, 1997 and the HEA/IUA "Governance of Irish Universities: A Governance Code of Legislation, Principles, Best Practice and Guidelines". The outcomes of these audits were presented to Governing Authority.
- Approved the University of Limerick Code of Governance and a Code of Conduct for members of Governing Authority.
- Approved the UL Annual Governance Statement for year ended 30th September 2008.
- Appointed Mr Michael Houlihan as Deputy Chairperson of the Governing Authority.
- Approved the appointment of a new Associate Vice President Academic – Professor Sarah Moore and a new Associate Registrar – Dr Patrick Phelan.
- Approved the appointment of a new Director of Finance – Mr John Field.
- Approved the concept design for the Medical School Residences and the Sports Pavilion on the North Campus. The concept design for the Lero/Industrial Enterprise Building was also approved by the Authority.
- Approved the University Budget Strategy for AY2009/2010.

- Approved the Policy for Private Consultancy & External Commercial Work, the Sabbatical Policy and the Policy & Procedures for Redeployment of Employees. In addition, Governing Authority approved revisions to a number of Policies and Procedures.
- Approved University faculty and staff appointments.
- Discussed student intake levels for AY2008/09 and CAO applications for AY2009/10.
- Approved the publication of five Quality Peer Review reports on the UL website.

HONORARY DEGREES

During the year in review four honorary degrees were conferred as follows:

Dr Cynthia Carroll

Dr Cynthia Carroll, Chief Executive of Anglo American plc., the second largest mining company in the world, former Managing Director of Aughinish Alumina in Limerick was conferred with a Doctor of Economic Science in January 2009. Dr Carroll was a member of Governing Authority of the University of Limerick from December 1997 to September 1998 and the Authority was enriched by her entrepreneurial talents and industry experience. Dr Carroll was named as one of the 50 Women to Watch by the Wall Street Journal in 2006 and Forbes Magazine rated her the seventh most powerful woman in the world in 2007.

Dr Seán Donlon

Dr Seán Donlon, former Chancellor of the University of Limerick (2002-2007) was conferred with a Doctor of Laws. Dr Donlon's distinguished career spans many fields of endeavour. He spent 24 years in the Department of Foreign Affairs and held the post of Irish Ambassador to the United States of America during the late 1970's. On his return from the US, he became Secretary General of the Department of Foreign Affairs and Head of the Irish Diplomatic Service. His experience allowed him to play a major role in the construction and implementation of the Anglo-Irish Agreement of 1985. In 1987, Dr Donlon took on the role of Executive Vice-President of the GPA group, then based in Shannon. Dr Donlon has a great interest in the Arts and is a Trustee of the IMPAC Dublin Literary Award. Dr Donlon's remarkably broad professional career has given him a unique insight into the entrepreneurial and political culture of the Irish diasporic communities in Europe and America. Dr Donlon has given a considerable and significant service to the Irish state and to the University community.

Dr Denis Leonard

Dr Denis Leonard was largely responsible for the enormous success of the Limerick Civic Trust, which has enriched Limerick City and its visitors for more than 25 years. Dr Leonard was conferred with a Doctor of Letters in January 2009. In 1985 the Trust appointed Dr Leonard, a founder member and the first Chairman, to be the full-time Director of the Trust. Dr Leonard's work has previously been recognised by the Knights of the Round Table who appointed him an honorary member and their ambassador in Limerick. Dr Leonard's special contribution to the work of the Limerick Civic Trust was to shift the emphasis of the organisation from activities devoted to raising consciousness of the local architectural environment and heritage to the direct undertaking of conservation projects.

Dr Daniel Tierney

Dr Daniel Tierney, a native of Limerick City was instrumental in paving the way for much of the technology transfer and education/industry linkages that now inform the fabric of our Higher Education sector through the Tierney Report of 1995. Dr Tierney was conferred with a Doctor of Economic Science. In his busy career, Dr Tierney has constantly returned to the issue of how to bridge research and business practice which echoes closely the core ethos of the

University of Limerick to work in partnership with industry. Dr Tierney is a member of the University of Limerick Foundation Board and a range of private and public bodies.

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.

Two new programmes enrolled their first cohort of students in September 2009: Bachelor of Science in Energy and Bachelor of Science in Psychology. During the course of the year under review Academic Council approved the following programmes: Bachelor of Arts in European Studies; Bachelor of Science in Technology Studies (Distance Education); Bachelor of Business Studies (Flexible); Master of Arts in Gender, Culture and Society; Master of Science in Health Informatics; Master of Science in International Management and Global Business; Master of Science in Mathematical Modelling; Graduate Diploma/Master of Arts in Development; Graduate Diploma/Master of Science in Teaching Physical Education, Sport and Physical Activity; PhD in Applied Language Studies; and PhD in Arts Practice.

Other Academic Council developments:

- The adoption of ECTS credits, together with the redrafting of modules and programmes to incorporate learning outcomes, represented the principal academic initiative undertaken within the University in AY2008-2009.

- A number of structured PhD programmes have been approved by both Academic Programme Review Committee and Academic Council. While the core component of these programmes will still be the doctoral thesis it will have a number of additional features:
 - Generic and transferable skills and domain-specific modules,
 - A principal supervisor complemented by a supervisory panel,
 - Monitoring of progression against published criteria,
 - Registration lasting typically for four years.

It has been agreed in principle that the structured PhD will be the standard means of delivering PhDs at the University of Limerick in the future.

Other Developments:

Labour Market Activation (LMA) Programme.

The Government created this programme in Summer 2009 as a response to the need to up-skill and re-skill employees who have been made redundant as a result of the current economic downturn. Students, are enabled to take courses equivalent to 30 ECTS credits during the academic year, while retaining their social welfare benefits. Of 2,500 places made available nationally 230 (130 undergraduate and 100 postgraduate) were awarded to the University of Limerick, with a further 175 places being awarded to our Shannon Consortium partners. Students were recruited in August 2009 both to existing courses and several newly-created Specialist Diplomas. A Lifelong Learning Accreditation Board was created by Academic Council to allow a prompt response to the academic requirements that are presented by the LMA programme, in particular the accreditation of Specialist Diploma courses.

Strategic Plan.

The revision of the University Strategic Plan has involved meetings between the President and VPA&R and all the Faculties and divisions, along with the trade union and the partnership committee. At this point, the revised Strategic Plan is being drafted and will be presented to Governing Authority later in the year. It is hoped that the revised Plan will have been approved by the New Year. The next part of the process will be the drafting of implementation plans which will detail the measures to be taken to ensure successful implementation of the University's new strategy.

Strategic Innovation Fund (SIF)

SIF1 projects entered their final year in 2009 and staff members are currently developing sustainability plans for the future. The current economic climate is radically changing the profile of third-level entrants with significant increases in non-traditional students. This has placed additional demands on resources within SIF1-funded Teaching and Learning supports and Access services, as well as on the access offices within the Student Affairs' Division.

The SIF 2 award of €12.5 million was reduced by 40% in the aftermath of the September 2008 budget recommendations. Some projects have been discontinued, others have been scaled back according to revised budgets with one project (the Shannon Consortium Procurement Network) mainstreamed into core provision across the Shannon Consortium partner institutions.

Faculty of Arts, Humanities and Social Sciences

The Faculty of Arts, Humanities and Social Sciences has 2,517 students on 52 programmes at undergraduate, postgraduate and pre-degree level. It has three Departments – History; Politics and Public Administration; Sociology; and two Schools - Languages, Literature, Culture and Communications; and Law. It provides academic support for the Irish World Academy of Music and Dance. Key achievements and events in the past year included:

Providing an Outstanding and Distinctive Student Experience

- **Teaching Awards:** Five faculty in AHSS (Languages, Politics and Law) were nominated for teaching awards, maintaining the standard of teaching excellence set by faculty who have won eight UL and Regional Teaching Awards (Languages, Sociology, History, Politics) and five European Awards for Language Teaching.
- **Completion of New Languages Building:** providing greatly improved language learning facilities and including seven seminar rooms, two multimedia laboratories, a language laboratory, a large Open Learning Area, academic offices (for Faculty; the UL Language Centre; the Language Support Unit and Aonad na Gaeilge) and an expanding library of self-directed language learning resources.
- **The Department of Languages and Cultural Studies** was restructured into a School of Languages, Literature, Culture and Communication (LLCC) so as to better profile its work.
- **UL Languages Week / Seachtain na dTeangacha OL 2009** was hosted by the LLCC, Aonad na Gaeilge and the UL Language Centre for the first time from 21-25th September 2009. It included multilingual events, poetry readings, language “taster” classes, workshops, film screenings with various campus restaurants offering themed menus with typical food from different countries.

Enhancing Research and Scholarship

- Increased **national and international cross-institutional** research collaborations e.g.
 - UL/NUIG in *Social Sciences*; and *Digital Media and Film*
 - ISSP – with NUIM; TCD; DCU; NUIG; UCC on *Knowledge Interfaces*
 - IRCHSS GREP *Gender, Culture and Identity*: UCD, Warwick; QUB; Queen Mary etc
- **Summer School in Humanities Research Methodology: Oral History.** This cross-institutional Summer School for 35 participants from the IRCHSS GREP in *Gender, Culture and Identity* took place in June 2009.
- **Winter School in Social Science Research Methods** awarded IRCHSS funding and jointly organised by the Department of Sociology and Politics and Public Administration in January, 2009 for 55 post graduate students in and outside the Irish Social Science Platform.
- Increased **PhD (full-time) students by 30%** in past year.
- Implementation of the **€2.5m PRTL14 competitive national research award.**
- **High level of research activity:** 75% of faculty research active.
- **High research output** (1.6 ‘first class’ publications per faculty; total of 3.6 per faculty)

Contributing to the Shannon Region and Beyond

- **Having a Voice in Regeneration** project funded by the UL *President's Dinner 2009* for regeneration areas involving (1) the production of the first on-campus newspaper for the Moyross community (2) a conference in Thomond Park empowering 500 working class women to 'have a voice' in Regeneration and (3) on-campus media training for leaders from these areas.
- **Citizenship Course - Preparing for Regeneration** Six-week course delivered in a voluntary capacity to 23 people from Regeneration areas by the Department of Sociology, Department of Politics and Public Administration and the School of Law, supported by the Limerick Regeneration Agenda.
- **Agenda Setting: Robert Fisk Public Lecture.** This attracted interest from a wide ranging audience.
- **Africa Network** (South Africa, Uganda, Rwanda and UL) established through an Irish Aid Networking Grant.
- **Irish Aid:** At the request of Irish Aid, the Department of Politics and Public Administration organised two induction courses in the Spring Semester for I.A. staff.
- **Revenue Commissioners Training** - The School of Law won the tender to train Revenue personnel.

Irish World Academy of Music and Dance

Overall student numbers continue to rise with an increase of some 10% in 08/09. Within this, the ratio of international students in the postgraduate programmes continues between 1:3 and 1:4. The international base of the student population continues to expand. EU countries represented include Austria, Belgium, Czech Republic, Denmark, Finland, France, Germany, Greece, Hungary, Italy, Netherlands, Norway, Slovakia, Spain, Sweden, UK and Ireland. Non-EU countries represented include Canada, Mexico, Brazil, Columbia, Nigeria, South Africa, China, Indonesia, Japan, Malaysia, Nepal, Vietnam, Singapore and the USA.

- The most significant development this year has been the commencement of the structured PhD Arts Practice, the first Arts Practice PhD in Performing Arts in Ireland. With an annual planned intake of three students across four years, the programme commenced with four high level music/dance performers.
- A Certificate in Music and Dance also commenced in September 2008 and is designed as an Access programme with a link into the Academy's two undergraduate programmes. The BA Voice and Dance - launched in 2007 by the internationally acclaimed singer Bobby McFerrin – who has agreed to become a Patron of the programme – continues to develop according to plan. Within another two years, with the first full cycle of the programme complete, there will be eighty singers and dancers spanning a range of music/dance genres other than Irish traditional performing arts. The counterbalancing effect of this growing student grouping against the 130-strong traditional arts BA Irish Music and Dance student body is already making its mark.
- The Academy continues to explore the appropriate pathways towards the introduction of some aspects of theatre arts (*Stepping Stones Project*). A number of international gatherings of consultants (Brazil, Canada, USA, UK) has taken place and an *MA Festive Arts* has been now prepared for the process of academic validation. The design of an International Arts Festival for Limerick also continues, with a start-up date for the first festival in 2012.

- Following the launch of **ACADEMOS** *Irish World Academy Strings* in 2007, a further concert took place in Paris in 2009. A further new ensemble has now been established from the MA Ritual Chant and Song programme. Entitled **CANTORAL** *Irish World Academy Female Schola*, this highly specialised group of six singers is directed by the Paris-based, early music singer Catherine Seargent. ACADEMOS and CANTORAL shared the programme in Paris, and will perform before an international audience together in February 2010 in New York City.
- The construction of the Irish World Academy building got underway in May 2008 and is nearing completion.
- The Irish World Academy spearheaded a major Research proposal under the PRTL15 initiative in 2009 in partnership with the Graduate Medical School and Health Sciences at UL. The outside partners are The Seamus Heaney School for Poetry at Queen's University Belfast. Entitled *Culture, Performance and Healing*, the proposal involves an innovative cross-disciplinary set of partnerships.
- The first International Conference for Music and Medicine was hosted by the Irish World Academy and the Graduate Medical School, UL, through the Music Therapy programme in June 2009.
- New Artists-in-Residence include musician Donal Lunny and dancer Breandán de Geallaí. The continued close association between the Irish Chamber Orchestra, Daghdha Dance Company and The Chieftains continues to enrich the student experience at the Academy.

Faculty of Education and Health Sciences

The Faculty of Education and Health Sciences (EHS) is a unique grouping of eight academic departments: Education and Professional Studies, Graduate Entry Medical School, Nursing and Midwifery, Occupational Therapy, Physiotherapy, Physical Education and Sports Sciences, Psychology and Speech and Language Therapy.

The Faculty has over 2,000 undergraduate students and over 500 postgraduate students currently enrolled on taught/research programmes.

The following key events took place during the year:

- MaryBeth Gallagher, Occupational Therapy, received the UL Teaching Excellence Award at the Winter Conferencing in January.
- Professor Orla Muldoon's Inaugural Lecture took place on 23rd March. Her Lecture was entitled 'Seeing the woods and the trees: A social psychological analysis of adaptation and adversity'.
- The Minister for Health and Children, Mary Harney, TD, visited the Graduate Medical School in January and delivered a public lecture entitled 'The Role of the State in Healthcare in 21st Century Ireland' in the University Concert Hall.
- The Centre for Global Development through Education is based at Mary Immaculate College. It is the first of its kind in Ireland funded by Irish Aid, a division of the Department of Foreign Affairs. The aim of the centre is to contribute to poverty reduction by enhancing the quality of basic education through capacity building in teacher education. Dr Jim Gleeson (Department of Education and Professional Studies (EPS) UL) has been chairing the Steering Committee for the Centre for the past year. Jim along with John O'Reilly, Dr John Breen and three EPS staff has volunteered to participate in research projects in Uganda and Lesotho.
- EHS Annual Research Forum took place on Monday 15th June.
More than 90 abstracts were received from both EHS faculty and postgraduate students. Building on the success of the 2008 event, further developed the EHS Research Strategy.
- Comhra 15th International **Reflective Practice Conference** took place on 25th and 26th June. The Department of Nursing and Midwifery organised the Conference and attendees were able to listen and talk to the world's leading experts in reflective practice. The theme of the conference was 'Transforming Healthcare Practice through Reflective Dialogue'.

- The *Irish Aid Development Conference 2009* was held in The University of Limerick on 16th and 17th October. The conference theme was *Sustainable Global Development* and Dr Roland Tormey and his UBUNTU colleagues from EPS hosted the event. The Minister of State for Overseas Development, Peter Power, TD opened the conference.
- An Taoiseach, Mr Brian Cowen, T.D, visited the UL Campus in September to mark the beginning of construction work on the new Graduate Entry Medical School Building.
- The Department of Physical Education and Sports Sciences hosted the successful International Biomechanics of Sport Conference from 17th – 21st August. Over 350 delegates from 30 countries attended. Dr Ross Anderson and Dr Drew Harrison (Head of Department) were co-chairs of the event.
- The Department of Physical Education hosted the 4th Annual National Physical Education, Physical Activity, and Youth Sport Research Forum in June, 2009. The day before the Department hosted a one-day, international sport pedagogy seminar endorsed by the British Educational Research Association Special Interest Group in Physical Education and Sport Pedagogy.
- Tom Geary stepped down as Head of Department of Education and Professional Studies after nine years and Dr Roland Tormey began his term as Head of Department on October 1.

Faculty of Science and Engineering

The Faculty comprises 10 academic departments: Chemical and Environmental Sciences, Computer Science and Information Systems, Electronic and Computer Engineering, Life Sciences, Manufacturing and Operations Engineering, Materials Science and Technology, Mathematics and Statistics, Mechanical and Aeronautical Engineering, Physics and the School of Architecture. Supported by over 250 faculty and staff, the new Faculty is a vibrant community that offers 40 undergraduate degree programmes to 3,500 students.

The Faculty offers taught and research postgraduate programmes at graduate diploma, undergraduates, masters and PhD degree levels. 500 researchers are currently pursuing PhD qualifications. The research interests of the Faculty cover a wide spectrum of disciplines under the aegis of three world-class research institutes: Materials and Surface Science Institute (MSSI), Stokes Research Institute and the Irish Software Engineering Research Institute, Lero as well as a large number of research centres. More recently, a major emphasis has been placed on applied mathematics through the Mathematics Applications Consortium for Science and Industry (MACSI) and energy and sustainable environment research under the Charles Parsons Initiative which was launched in 2008.

The following are events which took place during the year:

- MSSI was awarded €5.8 million to establish a centre of excellence in electron microscopy to expand its capabilities in the synthesis and characterisation of nanomaterials and to develop its expertise in computational mechanics.
- The Faculty organised a week-long programme of events for UL Science Week “Science Shaping our world”. The programme involved nine interactive talks and 21 workshops attracting over 2,500 young students to the campus from schools throughout the Region.
- The University of Limoges, France conferred an honorary doctorate on Professor Stuart Hampshire, Chair of Materials Science, Materials and Surface Science Institute, for his research work in the area of ceramics and glasses.
- The Faculty hosted the Irish Science Teachers’ Annual Conference which was attended by 320 delegates.
- The Department of Manufacturing and Operations Engineering hosted the “Formula 1 in Schools” regional final where 200 students participated. F1 in Schools is a multi-disciplinary challenge in which teams of students aged 9 to 19 deploy CAD/CAM

software to collaborate, design, analyse, manufacture, test and then race miniature gas-powered F1 cars.

- Dr Martin Leahy was announced as the new Scientific Director of the National Biophotonics and Imaging Platform Ireland.
- Fiacc Larkin, a postgraduate student in Computer Science and Information Systems, won 3rd prize at Science Speak 2009 for his excellent presentation titled “Finding Method in the Madness: How to visualize Large Multi-Dimensional Data”.
- The Faculty offered an intensive summer programme in science and engineering to those who were unemployed due to the economic downturn and wished to return to do a full-time degree. The programme involved participants studying maths and one other science subject: physics, chemistry or biology. Science and engineering programmes were open to those students who successfully completed the programme.
- Ted Vaughan, a postgraduate student in the Department of Mechanical and Aeronautical Engineering was presented with the 2009 prize for best paper in Mechanical Engineering by Sir Bernard Crossland at the annual Crossland Symposium held at Queens University Belfast.
- The School of Architecture organised its first End of Year Show which showcased a selection of students’ work made during the year.
- Mr Richard Hennessy received the Award for Excellence in Service to the Community 2009.

Kemmy Business School

The Kemmy Business School (KBS) comprises four academic departments: Accounting and Finance, Economics, Management and Marketing and Personnel and Employment Relations. Over 3,000 students, including approximately, 2,500 undergraduate students, were registered on KBS programmes during 2008/09.

During the year:

- A new full-time Masters programme – the MSc in International Management and Global Business – was approved with an initial intake of students in September 2009. The BBS by Flexible Learning was approved also during the year. This innovative programme provides an opportunity for part-time students to take a business degree while working or seeking work. A combination of online instruction with occasional tutorials is used to deliver this programme, which also admitted its first students in September 2009.
- The teaching excellence of the KBS faculty continued to be recognised through the winning of three prestigious awards: Conor Carroll (UL Excellence in Teaching); Dr Naomi Birdthistle (Regional Award for Excellence in Higher Education Teaching); and Dr Helena Lenihan (National Academy for the Integration of Research, Teaching and Learning (NAIRTL) Award).
- International accreditation of two key programmes was achieved in April with EPAS awards to the BBS suite of programmes and the MBS in Human Resource Management.
- The School's Research Strategy, 2009-13, was finalised with the identification of four key themes under which research activities will be classified and promoted. The themes are:
 - Work, Knowledge and Employment;
 - Service Economy and Tourism;
 - Entrepreneurship, Innovation and Marketing;
 - Public Policy, Enterprise, Governance and Sustainability

Two team leaders have been identified for each theme and these will drive the research agenda for the years ahead.

- A collaborative agreement was signed with the European Business School located near Wiesbaden in Germany, involving student and faculty exchanges. Four KBS students participated in the International Summer School there in June.
- Patrick Beggan, a 2009 BBS graduate is one of two candidates selected to represent Ireland at the 2009 ITU Telecom 2009 Youth Forum in Geneva.

- The KBS Trading Floor was officially opened by Niall FitzGerald, KBE, Deputy Chairman of Thomson Reuters in September, followed by an inspirational lecture to the incoming Masters students of the School.
- Progress was made during the year in equipping the Experimental Economics Laboratory and the Marketing Technology suite, both unique facilities in an Irish university context, as is the Trading Floor.

The internationalisation of the School is a key objective and was given further expression during the year through faculty exchanges, overseas teaching assignments, visiting Fulbright and other Professors, and participation in international research networks and projects.

Centre for Teaching and Learning

The Centre for Teaching and Learning (CTL) works closely with faculty members to develop an iterative strategy for enhancing teaching and learning processes within and beyond the University campus.

Highlights during the year included:

- The Regional Excellence in Teaching Award, was won in 2009 by Dr Naomi Birdthistle with Dr Lisa O Malley receiving a commendation. Conor Carroll won the University award for large group teaching and Dr Helena Lenihan won a NAIRTL national teaching excellence Award.
- The CTL has developed a Specialist Diploma in Teaching, Learning and Scholarship which will provide high level, scholarly, practice-based professional development for researchers and new academics to ensure competence in the areas of teaching, learning and scholarship within their professional contexts and will take its first cohort in February 2010.
- A series of workshops and lunchtime seminars were attended by 349 faculty in UL with an additional 61 UL faculty members engaging in specific teaching, reflection and portfolio development activities
- The Shannon Consortium Regional Writing Centre continues to provide a coordinated, systematic approach to the teaching and learning of academic writing and to academic writing support across the region, supporting undergraduate and postgraduate student writers and collaborating with faculty to expand writing-based curriculum innovations. Academic writing development in the Shannon Region continues to be based on researched best practices in writing and writing pedagogy, as evidenced by two recent Writing Centre staff publications and the Centre's growing national and international links with writing programme directors and scholars. Since its inception, the Writing Centre has offered more than 50 key writing-enhancement programmes, attended by well over 8,000 participants from across the region. Two Writing Centre modules have already been delivered to more than 300 students, with four more academic writing modules to be delivered to another 400 students in the coming spring, including one module for postgraduate students in Engineering. The Writing Centre continues to work with staff to develop discipline-specific writing through Writing-to-Learn activities.
- The Incubation Centre is now well established in UL as part of the Shannon Consortium. It has a total of seven innovation projects across the region. Last year the Incubation Centre met with over 60 interested parties to discuss, generate and evaluate innovations in Teaching and Learning (T&L). Innovations came from all academic disciplines and demonstrated a strong commitment to improving the student learning experience. The following Innovators were successfully awarded funding in 2009: Ailish Hannigan (Maths and Statistics, UL), Karen McCreesh (Physiotherapy, UL), Muireann McMahon (Product Design, UL), Nora Ó'Murchu (Interaction Design Centre, UL), Rosin Lewis (Art College, LIT), James Binchy and Brian Clancy (Mary Immaculate College), Helen O'Connor Finn (Institute of Technology Tralee).
- Civic Engagement: A campus-wide audit identified over 95 civic engagement initiatives ranging from campus-based projects such as the UL Farmers' Market to projects in Nepal, Uganda and South Africa. Some, such as Earth Hour 2009, are brief; others have

been active for 11 years or more. Over 800 members of the UL community are or have been involved in these initiatives. 20 members of UL community attended the Campus Engage conference at Croke Park, at which 12 presentations highlighted aspects of UL's engagement with the community. CTL is collaborating with the Cooperative Education Office to promote civic engagement placements via the Cooperative Education Programme, and is providing support to faculty involved in the newly-developed interdisciplinary module on Education for Sustainable Development.

- Curriculum Development: CTL facilitated a curriculum review for the Sociology Department, planning sessions for Physiotherapy and the English faculty team, and development of project supervision policies and materials for Speech and Language Therapy. Focus groups were conducted for faculty in Education, English, and Product Design. Five individual faculty members have requested intensive assistance in module planning and development. CTL is currently working with the Civil Engineering faculty on a strategic plan for staff and curriculum development with an emphasis on problem-based learning.
- Enhancing learner awareness: Extended and supported with online learner awareness tools assisted by Strategic Innovation Fund (SIF) Cycle 1 funding, this service gives students a customised analysis of their learning preferences and helps them to develop a learning strategy for their years at university. September 2009 saw 970 new students benefit from the service and demand is growing rapidly.
- Formative Teaching Evaluation Process: there has been strong uptake of the formative evaluation process in the past year with over 11,000 student evaluations contributing to 373 separate module assessments.

Cooperative Education and Careers Division

The Cooperative Education & Careers Division (CECD) is responsible for the development of the Cooperative Education, Teaching Practice and Careers programmes. In the past year, placements have been secured for some 2,000 students with a network of over 1,700 employers. Against a challenging economic backdrop, the CECD strategy has been to increase its sectoral coverage across indigenous and international employers, large multinationals and SMEs and public and private sector organisations. The pharmaceutical, medical technologies, food, IT, manufacturing, financial and legal sectors have been particularly targeted.

The international programme has continued to play an important strategic role in securing placements across the financial services, engineering, IT, aeronautical and education sectors in Luxembourg, Germany, Spain, the USA, Canada, Australia, Dubai, China, Japan and Russia. Under the EU Lifelong Learning programme, the Division has been awarded €410,000, over a 15-month period, to support students on placement in member states. As a result of involvement in the programme, UL was among the top ten for a European Award for Lifelong Learning, out of an original 57 competing universities.

In addition, under the EU Comenius programme, grants to the value of €50,000 have been awarded for 20 teaching assistantships for Humanities students in secondary schools in Germany, Spain and France. Teaching Practice covers five undergraduate degrees and five graduate diplomas in Education, and CECD manages the school placements of students enrolled on these programmes.

The Careers Service provides a comprehensive programme which includes individual career consultations, career seminars and workshops, employer presentations and interviews, careers and postgraduate study resources, interactive careers websites, online psychometric tests and job vacancy notifications. These core services are supported by customised services for mature students, students with disabilities and postgraduate students. For doctoral students a key feature has been the design of a Career Management Skills module and its learning outcomes are closely aligned to the skills identified by the IUA. The 2009 HEA Survey shows that, due to the downturn in the economy, employment has fallen to 61%, some 12% above the national average.

International Education

The International Education Division (IED) continues to implement UL's strategic agenda in relation to the internationalisation of the campus, particularly in the recruitment of international students at all levels – full degree (undergraduate and postgraduate), study abroad and summer schools – and the administration of international student exchanges with partner universities in the EU and elsewhere. UL welcomed students from 65 countries to these programmes in 2008/9.

CATEGORY	NUMBERS
Full degree international students	379
Fee-paying semester students	311
Incoming exchange students (EU and non-EU)	476
Outgoing UL exchange students	278
Summer School students	60
International research students	192

International students are defined as full- time and visiting non-Irish students.

IED continues to promote UL in 2008/09 in a wide range of countries, including Canada, China, India, Japan, Kazakhstan, Korea, Mexico, Russia, Taiwan, Thailand and the USA with a view to the recruitment of fee-paying international students. Personnel in IED have also engaged with emerging markets such as Bangladesh, Malaysia, Saudi Arabia and the UAE. In many cases, IED worked closely with colleagues in other Irish university association institutions and various Irish state agencies. UL was chair of the Irish University Association International Officers group for 2009.

The University's international education strategy in Asia is aligned to the Government's Asia Strategy, and UL now works with partner universities in Korea, Japan, China, Taiwan and Thailand with new cooperation agreements signed with Tongji University and East China University of Science and Technology, Shanghai and Kasetsart University, Bangkok. In 2008/09, a further 19 new student exchange agreements were signed with European institutions. A total of 222 UL students studied abroad under the Erasmus exchange programme and a further 56 students visited a non-EU exchange partner. The comprehensive range of UL international student exchange partners worldwide provides valuable educational and experiential opportunities for UL students as well as contributing to the creation of an international community on the UL campus.

In May 2009 the UL Erasmus programme was selected as one of the top 10 European Universities 'Erasmus Success Stories' by the European Commission. UL is the only Irish university ever to have received such recognition. In another first, UL has become the first Irish

university to secure EU funds to lead an International Mobility Programme. This will fund student and academic mobility to Massey University and Victoria University in Wellington, New Zealand. The focus of the exchange programme is Advanced Sensors for Environmental Climate Change Monitoring.

Department of Lifelong Learning and Outreach

Lifelong Learning & Outreach activity and developments continued to grow over the past twelve months. The University of Limerick continues to expand its suite of flexible learning options and this year a new flexible learning BBS was launched by the Kemmy Business School. On foot of this development UL now boasts a full undergraduate degree programme in arts, business and science and technology delivered in a flexible manner using the latest blended learning techniques and technologies. Additionally as part of its commitment to greater options in the area of work-based learning the university's innovative concept of specialist diploma courses continued to grow this year.

The global downturn has impacted upon many regions nationally but the Mid-West Region has been particularly hard hit in terms of job losses. The need to up-skill and re-skill is therefore essential for individuals. With this in mind the Higher Education Authority in association with the Departments of Education & Science and Social & Family Affairs launched the Labour Market Activation Programme. This is an initiative aimed at those recently made redundant and the long term unemployed which allowed individuals to register part-time for a range of programmes while continuing to claim their social welfare benefits. UL responded very positively to this call from the HEA and has enrolled 115 students at undergraduate level and 84 at postgraduate level.

The Department of Lifelong Learning & Outreach, through its involvement in the Shannon Consortium, is pivotal in the provision of a full educational guidance service for those wishing to enter third level education. The service, which is primarily based at the Downtown Centre in Denmark Street, Limerick has expanded significantly and is now offering a service both in Ennis and Killarney. The related initiative of the provision of a foundation certificate in general studies at the Downtown Centre also continues to grow and the number of students registered for the academic year 2009/2010 rose to in excess of 40.

The **Strategic Innovation in Education(SIE)** initiative was established in 2008 by the University of Limerick led Shannon Consortium, a pioneering education partnership between the four main third-level institutions in the Mid-West; UL, Mary Immaculate College, Limerick Institute of Technology and IT Tralee. The SIE team was constituted in response to the Limerick Regeneration Programme and reflected the individual and collective commitment of the Shannon Consortium institutions to addressing social and educational disadvantage within the region.

The work of the project has received a major boost with the recent announcement that Atlantic Philanthropies announced their commitment to the Limerick Regeneration Programme with a generous donation of €400,000 to the University of Limerick led Strategic Innovation in Education (SIE) programme of social change and education development. The purpose of the grant is to support collaborative planning and development activities in support of key aspects of the Limerick Regeneration Master Plan. SIE has been asked to lead this process in collaboration with the Limerick Regeneration Agency, community residents and a wide variety of statutory and non-statutory bodies across Limerick City.

Lifelong Learning & Outreach has been spearheading UL's involvement in the regional initiative dealing with the very large number of redundancies in the region. Entitled Tus Nua this collaborative project has been established to assist redundant workers in assessing their options for alternative employment, training, educational and entrepreneurial opportunities. Through this involvement the department will also play a major role in the implementation of the European Globalisation Fund.

The department continues to engage with many community and regional groupings throughout the region and attends many fairs and other such events marketing the University's Lifelong Learning programmes and opportunities. It also plays an active role at a national level in terms of advocacy for and development of a national policy for the development of Lifelong Learning. It also engages in and supports research in the many components and is currently involved in three EU funded projects associated with varying strands of Lifelong Learning.

Quality

The Quality Support Unit (QSU) manages the quality reviews of academic and support departments and oversees the delivery of a wide range of quality improvement projects and activities. Quality is now embedded in all UL activities, and the outcomes of the many quality improvement initiatives provide key inputs to strategic planning and decision-making. The second cycle of academic department reviews has commenced.

A support department review process focused on evaluating the effectiveness of departments' quality management systems (QMSs), which were developed in line with UL's QMS framework. The support departments reviewed during the previous year have now developed quality improvement plans and are in the process of implementing these plans.

The following academic departments underwent a quality review: Physiotherapy, Occupational Therapy, Speech and Language Therapy and Nursing and Midwifery. The following departments have been trained and supported in preparation for quality reviews taking place during autumn and spring of 09/10: Manufacturing and Operations Engineering, Chemical and Environmental Sciences, Education and Professional Studies; Physics; Life Sciences; Computer Science and Information Systems.

The QSU continued to support a suite of quality improvement projects during the year under the QIFAC (Quality Improvement Fund Allocation Committee) scheme. Each project was jointly funded by academic and support departments and all are now complete. A new Exit Survey was developed and deployed to the graduating students of twelve departments on a pilot basis during April – June 09. The QSU has been actively involved in a number of wider projects with the Irish University Association Quality Officers Group and the Irish Universities Quality Board.

FINANCE

Income increased to €108.60 million from €101.40 million, representing a satisfactory growth of 7.1% over the previous year.

State grant increased from €50.42 million to €52.57 million representing a growth of 4.3%, while student fee income increased 10.6% from €45.62 million to €50.47 million, facilitated by the continued increase in student numbers attending the University.

Income from other sources increased from €5.36 million to €5.57 million, a growth of 3.9%, due to an increase in interest income.

Recurrent expenditure grew from €102.82 million to €109.77 million, an increase of 6.8% reflecting the continuing increase in pay awards, general non pay inflation and strategic development of a number of new academic programmes to enable the University meet market demand and national priorities. Pay now represents 69% of the total expenditure, which is a limiting factor in the University's ability to proactively respond to opportunities that meet the University's mid- to long-term strategic objectives. It is a concern that despite implementing cost cutting and cost reduction actions, the unavoidable cost increases continue to be greater than the increase in state grant and fees provided to the University.

University capital expenditure amounted to €16.5 million during the year, €7.3 million related to equipment, and the balance relating to land and buildings. This investment is a sub set of the 2005 – 2010 physical development programme being implemented on campus. One of the key capital projects officially opened during the year was The Pedestrian Living Bridge or 'An Droichead Beo'. The Pedestrian Living Bridge unifies the north and south elements of the academic community while providing walkers with a most memorable stroll across a truly beautiful piece of architecture. At 350 metres, it is the longest pedestrian bridge in Ireland, suspended over the longest river in Ireland and Britain.

The University of Limerick Procurement and supply chain office has with its Shannon Consortium partners developed the "Shannon Consortium Procurement Network". The Network is a shared services operation based in UL providing procurement services across the four higher education institutes. The network provides individual procurement services to each institution as well as aggregating spend across the four institutions and tendering as one. The aims are to provide an efficient procurement process for all four partners while using the economies of scale from aggregation to deliver savings and more efficient processes.

The Procurement and Supply chain office reviews the University's non-pay expenditure, both capital equipment and recurrent budget. Areas with potential for improved value for money are identified and tenders conducted. The Procurement Office processes suppliers with spends of less than €50,000 via a quality audit. The Procurement website (www.ul.ie/procurement) has been regenerated, with enhancements added to provide more information to UL employees, students, suppliers and other interested parties.

The Financial Statements are for the year ending 30th September 2008

UNIVERSITY OF LIMERICK

CURRENT INCOME AND EXPENDITURE ACCOUNT YEAR ENDED 30 SEPTEMBER

INCOME	NOTES	2008 €'000	2007 €'000
State Grants	1	52,567	50,421
Student Fees	2	50,468	45,618
Other Income	3	5,570	5,363
		<u>108,605</u>	<u>101,402</u>
Contract Research and Other Self-Funded Projects	4	47,278	36,353
		<u>155,883</u>	<u>137,755</u>
Mary Immaculate College			
State Grants		14,452	14,718
Student Fees		8,952	8,246
		<u>(23,404)</u>	<u>(22,964)</u>
		<u>155,883</u>	<u>137,755</u>
Total		155,883	137,755
EXPENDITURE			
Colleges and Departments	5	60,630	56,938
Academic and Other Services	6	10,780	10,238
Premises	7	12,972	12,065
Amount allocated for Capital Purposes	8	1,634	1,881
Central Administration and Services	9	12,207	11,273
General Educational Expenditure	10	1,784	1,892
Student Services	11	3,886	2,844
Miscellaneous Expenditure	12	5,876	5,685
		<u>109,769</u>	<u>102,816</u>
Contract Research and Other Self-Funded Projects	4	47,278	36,353
		<u>157,047</u>	<u>139,169</u>
Deficit on Activities before Amortisation of Capital Reserves and Grants, Ancillary Services and Depreciation of Fixed Assets		(1,164)	(1,414)
(Deficit)/Surplus on Ancillary Services	14	(332)	338
Depreciation of Fixed Assets	15	(9,175)	(8,866)
General Reserve Movement	16	9,507	8,528
		<u>(1,164)</u>	<u>(1,414)</u>
NET DEFICIT for year	24	(1,164)	(1,414)

The financial statements are for the year ending 30th September 2008

UNIVERSITY OF LIMERICK

BALANCE SHEET

YEARENDED 30 SEPTEMBER

	NOTES	2008 €'000	2007 €'000
TANGIBLE FIXED ASSETS	17	<u>304,813</u>	<u>297,620</u>
INVESTMENTS	18	<u>18,508</u>	<u>12,007</u>
CURRENT ASSETS			
Bank Balances and Cash		43,102	22,432
Debtors and Prepayments	19	<u>29,457</u>	<u>28,629</u>
		72,559	51,061
CURRENT LIABILITIES			
Creditors and Accrued Expenditure	21	<u>(65,411)</u>	<u>(61,049)</u>
NET CURRENT ASSETS/(LIABILITIES)		<u>7,148</u>	<u>(9,988)</u>
LONG TERM LIABILITIES			
Creditors due after one year	27	<u>(15,533)</u>	<u>-</u>
TOTAL ASSETS LESS TOTAL LIABILITIES		<u><u>314,936</u></u>	<u><u>299,639</u></u>
REPRESENTED BY			
General Reserve	22	295,841	279,586
Restricted Reserves	23	23,686	23,480
Revenue Deficit	24	<u>(4,591)</u>	<u>(3,427)</u>
		<u><u>314,936</u></u>	<u><u>299,639</u></u>

RESEARCH

The Research Office monitors and provides strategic direction for the University's research activities. The office develops and implements research policy and strategy, provides leadership in the preparation of institutional submissions for research funding, promotes postgraduate research activities, liaises externally with relevant agencies and manages technology transfer and the commercialisation of UL research.

The academic year 2008/09 saw many significant research achievements including:

- Research income amounted to €33m. This was distributed across the following agencies: Science Foundation Ireland (32%), Enterprise Ireland (19%), EU (11%), IRCSET/IRCHSS (10%), HEA (6%), other state agencies (11%), industry/private funding (8%), and other (3%).
- UL was extremely prominent under the Enterprise Ireland/IDA industry-led Competence Centres which focus on research with a direct impact on industry. UL was awarded 8 research contracts in the Initial Research Phase valued at over €3.2m. UL was awarded €5m to host the Composites Competence Centre (C³) Consortium under the joint Enterprise Ireland and IDA Competence Centre programme. The consortium comprises nine companies with significant interests in the manufacture and use of composite materials for a range of applications. Research in C³ will focus on developing lightweight, high-performance polymers that can be used to reduce weight and therefore increase efficiency in the aerospace, construction and energy generation sectors.
- To date UL has been awarded 13 research contracts under the EU Framework Programme 7. A recent analysis of Ireland's performance in this programme showed UL to be the third most successful University nationally in its proportional share of funding received.
- UL was successful in securing a €3.7m energy contract under EU Framework Programme 7. The project is led by UL and includes 13 partners, 6 from the EU and 7 from Latin America. The aim of the project is to develop technologies to help towards eliminating the need for fossil diesel imports in Europe and Latin America.
- UL is part of a consortium of 57 partners led by AIRBUS that was awarded €67m under the EU Framework Programme 7 for the project MAAXIMUS (More Affordable Aircraft structure through eXtended, Integrated, & Mature nUmerical Sizing). The aim of MAAXIMUS is to demonstrate the fast development and right-first-time validation of a highly-optimised composite airframe. UL's budget for this project is over €1m.

- UL was awarded 5 research contracts under the Marie Curie Actions EU Framework Programme during the year to support the initial training of researchers and the life-long training and career development of experienced researchers.
- Irish Research Council for Science, Engineering & Technology awarded UL funding for 17 postgraduate scholarships valued at over €1.2m, and 3 EMPOWER: Government of Ireland Postdoctoral Fellowships.
- The Irish Research Council for the Humanities and Social Sciences (IRCHSS) awarded 8 UL researchers funding under the Research Development Initiative 2008 valued at over €500k, and 2 researchers were awarded funding under the Senior Research Fellowship programme. UL also received €400k from IRCHSS for 9 student postgraduate scholarships.
- Two researchers from UL were awarded Health Research Board research contracts under the Research Training Fellowships for Healthcare Professional programme. UL was also awarded funding from the Health Research Board to explore how best to develop occupational therapy care services for patients with chronic pain based on the latest available evidence.
- UL researchers generated 24 invention disclosures and 14 patent applications, and were also granted 1 US patent for a medical device. Cauwill Technologies Ltd a UL Campus company was spun out during the period. Three licence agreements on UL intellectual property were also signed.
- The University launch a new 4th Level Venture Programme for academic entrepreneurs.

The tables to follow give numbers of registered postgraduate students during 2008/09.

Number of Registered Postgraduate Research Students, 2008/09

College	Masters F/T	Masters P/T	Masters Total	PhD F/T	PhD P/T	PhD Total	Total
Arts, Humanities, Social Science	27	2	29	97	14	111	140
Business	4	6	10	30	33	63	73
Education & Health Science	37	9	46	28	12	40	86
Interfaculty	0	0	0	5	0	5	5
Irish World Academy Music & Dance	0	0	0	19	2	21	21
Science & Engineering	120	38	158	294	55	349	507
Totals	188	55	243	473	116	589	832

Number of Registered Taught Postgraduate Students, 2008/09

College	Masters F/T	Masters P/T	Masters Total	Grad Dip F/T	Grad Dip P/T	Grad Dip Total	Total
Arts, Humanities, Social Science	174	29	203	23	9	32	235
Business	152	131	283	0	0	0	283
Education & Health Science	173	53	226	130	139	269	495
Irish World Academy Music & Dance	85	0	85	0	0	0	85
Science & Engineering	91	35	126	31	4	35	161
Totals	675	248	923	184	152	336	1259

SUPPORT SERVICES

The Student Affairs Division provides a central, comprehensive range of administrative services and supports to the entire student population of UL. The Division comprises a ‘three-pillar’ structure, as follows:

1. The **Admissions** and **Student Academic Administration** offices manage the ongoing academic processing of students from pre-entry to graduation and carry out such large-scale operations as orientation, class and examination scheduling and graduation.
2. The **Student Health Centre**, the **Counselling Service**, the **Chaplaincy** and the **Arts Office** provide a wide range of health and support services to ensure that the welfare of students and their social, cultural and emotional development are provided for and managed in a holistic manner.
3. **Access-Disadvantaged, Mature Student** and **Disability Support Services** provide specialist and dedicated supports and services for students from these three under-represented student cohorts.

All supports and services provided by Student Affairs are focused on meeting students’ requirements and enhancing the student experience at UL. Services and supports are continually being improved to meet the growing requirements of an increasingly diverse student population.

The Division is also involved in policy development (e.g. Access policy, Admissions policy) and systems maintenance (e.g. student record system, timetabling).

The Student Experience Committee, focussing on enhancing the UL experience for students, continues to progress proactively issues in areas such as under-represented students, student learning, orientation (including transition to university) international students and others. In 2009 agreement was reached on the need to focus on a healthy lifestyle programme of events for incoming students and the first initiative E-PUB was rolled out to all new entrants in September 2009 – an online self assessment tool for students to establish their own drinking patterns.

The Access-Disadvantaged, Disability Support Services and Admissions Office in Student Affairs took the lead nationally for all universities and a number of institutes of technology to develop and roll out the new HEAR (Higher Education Access Route) and DARE (Disability Access Route to Education) and will continue to lead nationally on these for the foreseeable future.

The four SIF-funded projects involving the Access pillar continue to meet their objectives and mainstream initiatives including Student Ambassador Programme, Mature Student Peer Mentoring, Class of 2014, Traveller Initiatives and Assistive Technology Assessment and Documentation Centre (ATAC).

2008/09 saw increasing demands on budgets but in parallel an increased emphasis in Student Affairs on the use of technology including SMS messaging to students and availability of information on the web and videos. Student Affairs focuses on technology support for many of its processes.

A number of strategic posts were appointed following successful external funding provision of a Learning Support Worker in the Disability Support Services Office and an Educational Support Worker in the University's AccessCampus in Roxboro.

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.

The following developments took place during the year:

- In partnership with the Department of Foreign Affairs and the Environmental Committee, significant collections were developed in the areas of aid and development studies and environmental issues.
- New web-based research skills tutorials covering topics such as getting published, research ethics, and intellectual property were jointly provided by the library and the Graduate School. These e-learning tools add to the information resources and services available to UL postgraduates, faculty and researchers.
- This year 202 hours of group teaching were delivered to 2,272 students, staff and researchers. 209 researchers attended half-day EndNote workshops. A further 201 hours of one-to-one instruction was provided to 305 individuals by appointment with faculty librarians.
- A new Digitisation Centre, with state-of-the-art equipment and highly trained staff opened in autumn 2008. The centre digitises and provides easy access in digital form to rare and unique primary source material.
- Innovative US-based *23 Things*, a self-directed web-based training programme to raise awareness of Web 2.0 applications, was adapted and run by the library. Widely available in the US and Europe, the UL Library was the first Irish library to run this programme. It was offered in 2009 to staff in Careers, KBS, ITD and the Glucksman Library and will be extended to all UL faculty and staff in November 2009.
- Self-service facilities were expanded with the acquisition of two new self-check machines and relocated to a more prominent site, significantly increasing their use and popularity amongst users. Access to these facilities during un-staffed opening times has been very beneficial.
- Complete coverage for wireless and wired internet access was extended to all areas and floors of the library in response to user requests. Increased availability of electronic

information resources has led to a significant increase in the demand for internet access on laptops, phones, and iPods in the library.

- Improved customer satisfaction in all areas of library services was evident in the results of the 2009 LibQual Survey, in comparison with the 2007 survey. The survey results provided us with a range of items for improvement and will guide library planning for the next two year-period.
- A major investment in e-books almost doubled the library's book collection. This provides our students with anytime-anywhere access to many titles in their core reading material.
- Expanded library services for UL Alumni was provided with the introduction of a premium membership for access to fulltext electronic collections from anywhere in the world.
- The library hosted the Irish National and University Library Staff (INULS) conference 2009 on June 18th and 19th. The theme of the conference was *Connecting People to Information* and featured speakers from Ireland, Europe and Canada.

LISD Statistics 2008/09

Services		Collections	
Total loans	210,966	Catalogued monographs	299,780
Loans from short loan collection	36,237	Additions to stock in period	16,627
Loans from self-service points	90,597	Books shelved	280,760
Interlibrary loans	3,269	Electronic books	205,481
Queries handled at Information Desk	18,141	Print and electronic journals	42,850
Information skills training sessions delivered in person hours	3,236	Bibliographic & fulltext databases	209

Information Technology

The Information Technology Division (ITD) provides computing, audiovisual, printing, postage and telephone services to UL staff and students. ITD had its 3 year major quality audit from the National Standards Authority of Ireland and was certified again for ISO9001:2000.

Achievements during the year included:

- Development of workflow software for the University to be ECTS compliant.
- Online enrolment and electronic payment of fees for taught postgraduate students.
- Pilot virtualisation of the University Enterprise servers.
- Increases in the use of Sulis – the University Learning Management system.
- Commissioning of the new Kemmy Business School, Languages Building and the Boat House to the University IT Infrastructure.
- Reduction in mobile telephony costs.
- All performance targets met.

Human Resources

UL has over 1,300 members of staff. To support the goal of developing and maintaining the University 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.

The following developments took place during the year:

- 78 recruitment and selection competitions were held.
- Promotion competitions held: 10 junior lecturers promoted to lecturer.
- Role profiles were developed for all academic staff.
- 100 Staff Development Programmes were delivered to 718 employees during the 12-month period under review.
- The roll-out of the Performance Management System is now complete. Training for new employees continued throughout the year.
- Financial support was provided to 48 employees for participation in undergraduate, postgraduate and doctoral studies as part of the University's commitment to supporting the continual professional development of its staff.
- 63 new researchers were recruited.
- Online access to Pension Benefit Statements was launched to all UL employees via the launch of Core Portal Pensions.
- The rates for UL employees for income continuance were reduced from 0.85% to 0.70% of salary and for additional life cover were reduced from 0.60% to 0.45% of salary, resulting in significant savings for members.
- With the support of Executive Committee income continuance became compulsory for all new members of staff ensuring that employees will have continued income in the event of long-term illness.
- The HR Division successfully retained its ISO 9001 accreditation and attained ISO 9001 accreditation for the Health & Safety section.
- The HR Division hosted the IUA HR conference this year which included a talk from Dr Declan Kidney and an assimilated Labour Court session organised by the UL HR Division in conjunction with Arthur Cox Solicitors.

LIFE ON CAMPUS

Visual Arts Collection

The Visual Arts Collection on campus was significantly enhanced during the period under review with a number of additions made to the various Collections in 2008/2009.

The Water Colour Society of Ireland expanded their membership during 2009 and the University of Limerick received 13 new works, added to the 168 artists in the current collection. The University also launched a book, cataloguing the paintings in the Collection in August, 2009.

The Chancellor's Walk at the Millstream Courtyard was unveiled in October 2008. During the period under review busts for Paul Quigley, John A Daly and Miriam Hederman O'Brien were unveiled.

The University of Limerick's Art Collection expanded with a collection of 19th century prints and the ten year anniversary prints from Limerick Printmakers and RTÉ Lyric FM.

The University of Limerick's Medical Art Collection developed with an additional 20 works being added. The Collection aims to enhance students' knowledge and understanding of peoples' experiences and emotions in relation to health and sickness through study of the arts, including the visual arts. The new additions include work by Robert Ballagh, John B Yeats, Stella Steyn and Brid MacConville.

The Bourn Vincent Gallery continued to promote an awareness of visual art and contemporary practices with its exhibitions throughout the year.

Mirror Mirror	December 2008 – January 2009
John Kingerlee: A Painter's Passage	February 2009 – April 2009
Limerick Arts Society	April 2009 – June 2009
Water Colour Society of Ireland	
Book Launch	July 2009 – August 2009
Additions 2009	September 2009 – October 2009

The University of Limerick's Art Collection was also significantly enhanced by the donation of works by important Irish artists including John Shinnors and Martin Finnan and international artist Ralph Gelbert.

Campus Life Services

Plassey Campus Centre is a campus company established by the University in 1985 to develop and manage student residences and a variety of communal and retail services for the campus community related to Campus Life Services. All of the company's activities are self-sustaining and therefore an enterprising approach is required to ensure this is achieved.

Playing a leading role in the development of campus life at UL, the company has built over 2,400 rooms in attractive housing and apartment-style villages creating vibrant student communities and allowing students to experience the best of campus life.

As part of its self-funding ethos, the company promotes the use of the accommodation and all campus facilities during the summer vacation for educational/charity conferences, summer schools and large sports events. Conferences assist the University to profile its research while academics are supported by the company to invite conferences with the help of a conference management service. The summer activity attracts over 7,000 visitors to campus annually which helps to sustain the many catering and retail services on campus and creates summer employment for up to 50 students. It is estimated that such activity contributes up to €5m to the regional economy.

The company works in partnership with the Students' Union and the University to develop and support a vibrant Student Centre which has become the social hub of the campus. New developments in 2008 which were supported by the company include the Irish Chamber Orchestra(ICO) Hall, which provides a permanent hall for the ICO. The completion of Cappavilla Village Phase 2 which comprises an additional 172 rooms and the refurbishment of existing faculty accommodation to establish a year-round short-stay facility for visiting faculty and guests of the University located in Brennan Court, Kilmurry Village.

The plan to develop 100 rooms for medical students and postgraduates in a new residence adjacent to the new Medical School was progressed to planning stage in 2008/09.

Sports and Recreation

An exciting year on Ireland's Sporting Campus, saw a range of top-class events from Intervarsity Championships in Athletics, Archery, Badminton, Basketball and Trampolining, pre-Grand-Slam-Winning Ireland Rugby Camps, and High Performance Swimming that included three Junior European Gold medals and National Championship wins in Rugby (Men's and Women's) and American Football for the third time.

The University's Recreation Programme aims to encourage as many of the Campus Community as possible to lead a healthier lifestyle, through the introduction of a range of classes to suit all levels of ability and a variety of taste.

During the period under review, planning permission was granted by Clare County Council for a new Pitch development on the North Campus. This project includes full-size pitches for GAA, Rugby and Soccer which will be floodlit and made of a third generation synthetic surface. It will be the largest bank of artificial surface pitches in Europe and will cater for all field sports, day and night, seven days a week, even in unpredictable weather.

A highlight of the sporting year was Minister Peter Power T.D.'s official opening of the University of Limerick's Boathouse in September. The Boathouse features Ireland's only indoor Rowing Tank. This unique facility, driven by the Students' Union, is now available for UL's outdoor pursuits Clubs, especially the UL Rowers.

The Sport and Recreation Department is constantly working and changing to meet the sporting needs of those who choose the University of Limerick as their recreation facility. With well over half a million annual visits it is now established as the leading sports facility in Ireland.

GRADUATE STATISTICS

FIRST DESTINATION OF GRADUATES 2008

	Total Primary Degrees	
	Employed in Ireland	57%
	Employed abroad	4%
	Further study	24%
	Not available for employment	5%
	Seeking employment	10%
	No. of Graduates	1568
	Response Rate	83%

	Teacher Education	
	Employed in Ireland	82%
	Employed abroad	2%
	Further study	8%
	Not available for employment	6%
	Seeking employment	2%
	No. of Graduates	210
	Response Rate	90%

	Postgraduate Diplomas	
	Employed in Ireland	76%
	Employed abroad	6%

	Further study of training	3.5%
	Not available for employment	11%
	Seeking employment	3.5%
	No. of Graduates	192
	Response Rate	71%

	Taught Masters	
	Employed in Ireland	61%
	Employed abroad	14%
	Further study of training	11%
	Not available for employment	3%
	Seeking employment	11%
	No. of Graduates	422
	Response Rate	77%

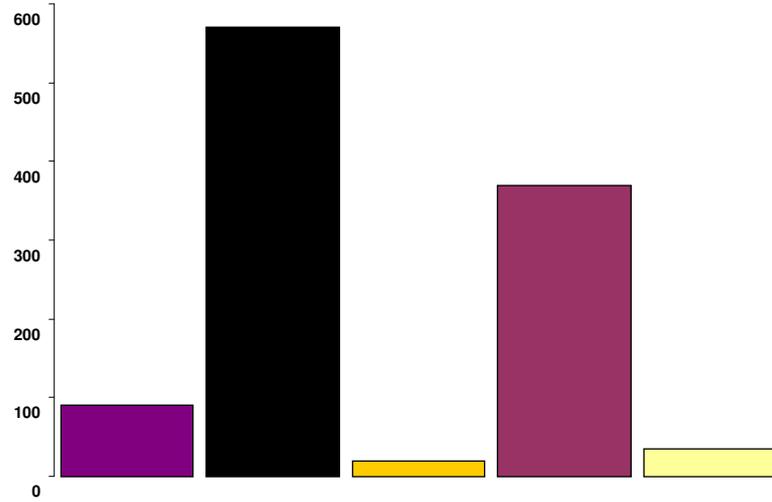
	Research Masters	
	Employed in Ireland	72%
	Employed abroad	0%
	Further study of training	0%
	Not available for employment	14%
	Seeking employment	14%
	No. of Graduates	23
	Response Rate	61%

	PhDs	
	Employed in Ireland	76%
	Employed abroad	9%
	Further study of training	0%
	Not available for employment	6%
	Seeking employment	9%
	No. of Graduates	90
	Response Rate	60%

GRADUATES by Level of Award 2008

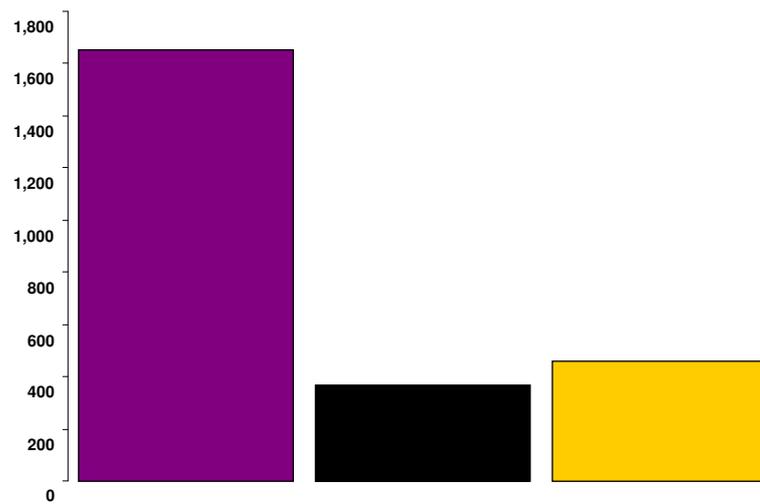
POSTGRADUATE

Doctorate	90
Masters	594
Higher Diploma	19
Graduate Diploma	383
Graduate Certificate	33
Total	1,119



Undergraduate

Bachelor	1,690
Diploma	419
Certificate	501
Total	2,610



Graduates by Discipline 2008

Business	920	25%
Education and Health Sciences	1351	36%
Science & Engineering	658	18%
Arts, Humanities & Social Sciences	614	16%
Interdisciplinary	186	5%
Total	3729	100%

UNIVERSITY OF LIMERICK FOUNDATION

The University of Limerick Foundation (ULF) was established in 1989 to provide international leadership and funding for the advancement of UL. ULF has raised in excess of €130 million to assist the development of UL. Highlights and developments for the Foundation over the past year include:

Inaugural UL Chancellor's Concert

UL's inaugural Chancellor's Concert was held on 5th March to raise funds for the University. Organised by ULF and held on the University campus, the event included a dinner, as well as a concert performance by the Irish Chamber Orchestra and renowned pianist John O'Connor.

Sixth Annual UL President's Gala Dinner

Many key business and community leaders supported the sixth annual UL President's Gala Dinner, which was held on 15th May. Organised by the Foundation, proceeds from this year's event benefited a Limerick community outreach project entitled 'Having a Voice in Regeneration'.

Launch of New UL Foundation Website

On 26th June, ULF launched a brand new website, which was created in recognition of the need to establish a more dynamic, informative and user-friendly interface with the community. The new website (www.ulfoundation.ie) allows visitors to donate online, keep updated on fundraising events and initiatives, or use the links to partners.

Launch of Analog Scholarships and Hank Krabbe Medal

A reception was held on 16th September to celebrate the launch of the Analog Devices Scholarships and the Hank Krabbe Medal. A gift of €125,000 was made to ULF to establish the Scholarship Programme at the University in memory of the late Hank Krabbe, the founding Managing Director of Analog Devices in Limerick.

Launch of the McAnally Collection at the Glucksman Library

Minister for Defence Mr Willie O' Dea TD launched the Mc Anally Collection at the Glucksman Library at UL. The collection is a library of Irish travel, topography and heritage literature spanning 400 years of publications and represents more than 50 years of dedicated work by the late solicitor and book collector Mr Ciarán Mc Anally. The acquisition of this unique archive was made possible by a generous philanthropic donation by ULF Director, Dr Dermot Smurfit.

PricewaterhouseCoopers Supports UL's Kemmy Business School

PricewaterhouseCoopers have very generously made a significant donation to the Kemmy

Business School at UL. In return for their gift, the firm will be given naming rights to two interactive lecture theatres adjoining the main lecture theatre in the School.

Extension of the MA in the History of the Family by John and Pauline Ryan

ULF Director, John Ryan, and ULF Life Trustee, Pauline Ryan, very kindly extended their funding of the MA in the History of the Family at UL until 2013, at which point the project will be mainstreamed. The project has been very innovative in its development, having created the first Virtual Learning Environment and online MA for the Faculty of Arts, Humanities and Social Sciences.

ULF Directors Receive Honorary Doctorates

On 21st January, ULF Directors, Dan Tierney and Seán Donlon, were conferred with Honorary Doctorates at UL. Dr Tierney has been a Board Member of ULF since 1993 and Dr Donlon, former UL Chancellor, has been a member of the Board since 2002.

In Memoriam

The directors and staff of ULF were saddened to learn of the deaths of Mr John Mitchell and Dr Frank McCourt, both Life Trustees and former ULF Board Members. Both were great supporters and friends of the Foundation and are sadly missed.

CAMPUS DEVELOPMENT

CAPITAL PROJECTS COMPLETED – AY 2009

Languages Building

The Languages Building adjacent to the Millstream Courtyard was completed during the year.

PROJECTS UNDER CONSTRUCTION

Irish World Academy of Music and Dance

On the North Bank, work is progressing on the Irish World Academy of Music and Dance, which is expected to be complete and occupied in Spring 2010.

Pic 29

Inside digital view of the Irish World Academy of Music and Dance Building.

Graduate Medical School Building and Students Residences

Work has commenced on the Graduate Medical School Building and a three-block student residence complex adjacent to it.

President's House

Also under construction is the University President's residence, due for completion in early 2010.

PROJECTS AT PLANNING STAGE

Sports Development Plan and Car Park

A Sports Pavilion Building, four all-weather pitches and a large car park are being actively planned for at present.

LERO/Industrial Enterprise Centre

On the south campus, preparatory works for LERO/Industrial Enterprise Centre have commenced, with main construction works to proceed in January 2010.

Glucksman Library Building Phase 2

Design and procurement of Phase 2 of the Glucksman Library is being progressed via a Public Private Partnership.

Clinical Education and Research Centre

A Joint Venture of the Health Service Executive (HSE) to accommodate a Clinical Education and Research Centre at the Mid-Western Regional Hospital is being planned. This will facilitate the clinical practice needs of UL medical students.



UNIVERSITY
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