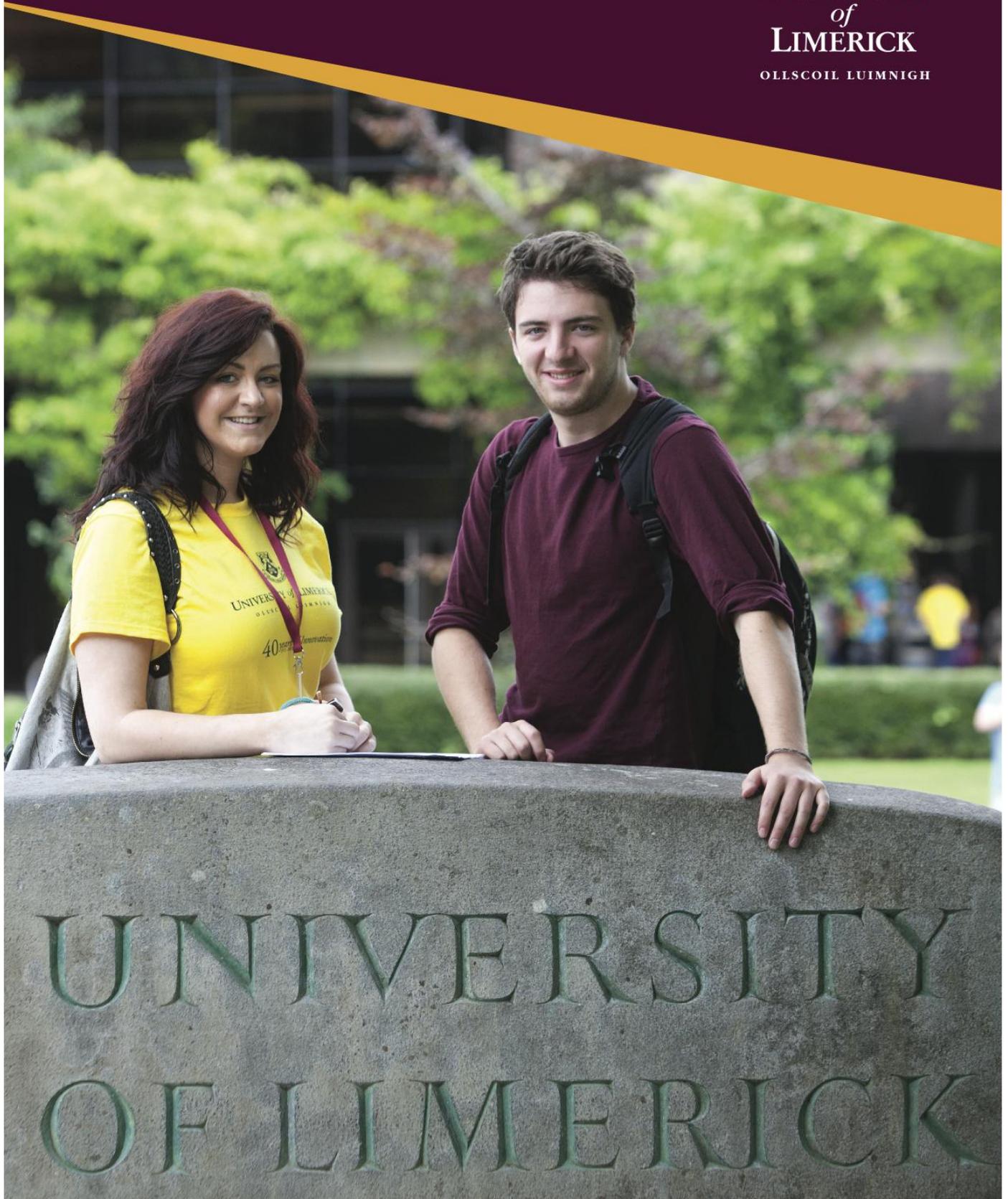


TUARASCÁIL BHLIANTÚIL
BLIAIN ACADÚIL | 2011 - 2012



UNIVERSITY
of
LIMERICK
OLLSCOIL LUIMNIGH





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This Annual Report covers the period 1 October 2011 to 30 September 2012.

It is also available on the [UL website](#)

PRESIDENT'S STATEMENT

I am delighted to present this Annual Report of the University of Limerick for the Academic Year 2011-12. This year, in the face of austerity we have again excelled in our achievements. These achievements are reflected in the awarding of top scores to UL by independent evaluation agency QS Stars[™]. The report awarded UL five-stars across the key areas of **Innovation, Infrastructure, Teaching , Engagement and Internationalisation**. We are delighted that an independent organisation has officially recognised UL's efforts in these areas and so we heartily welcome our stars.

The mission of the University of Limerick is to be a distinctive, pioneering and connected university that shapes the future through educating and empowering people to meet the real challenges of tomorrow. In fulfilling this mission , the University has always worked to further relationships with the business community and to foster a culture of innovation. Our students, researchers and staff continue to fulfil our mission and ethos by making very real contributions to our economy, our communities and our country.

The theme of 'innovation' has been a recurring one and the recent official opening of the Tierney Building is another important milestone in our contribution to entrepreneurship, invention and industry. The Tierney Building is a purpose-built facility that will provide a vital link between UL's industry-informed research on the one hand and, on the other , business innovation in many of the knowledge intensive industries that are critical to Ireland's economic recovery and future prosperity. The facility will house the NEXUS Innovation Centre at UL and Lero- the Irish Software Engineering Research Centre. It is already home to many new start-up companies and we look forward to many more inventors and entrepreneurs joining the UL community.

Go raibh míle maith agaibh.



Professor Don Barry

President

GOVERNING AUTHORITY

Members of Governing Authority

1 October 2011 – 30 September 2012

Chancellor: Peter Malone

Members:

Professor Sean Arkins
Professor Don Barry
Dr Marie Bourke
Mr Michael Chapman~
Mr Damien Clancy
Mr Derek Daly^
Ms Breda Deedigan
Dr Eoin Devereux
Mrs Kay Doyle
Professor Colum Dunne ~
Professor Jane Edwards
Ms Tara Feeney ^^
Mr John Fox ~~
Professor Thomas Garavan
Ms Anne Gleeson
Professor Michael A Hayes
Cllr Mary Harty **
Ms Sarah Jane Hennelly ^^^
Dr John Hillery
Mr Michael Houlihan
Mr Tadhg B Kearney
Professor Peadar Kirby ~~
Dr J J Leahy
Cllr Jim Long*
Professor Paul McCutcheon
Ms Annette McElligott
Dr Seán McGrath
Mr Joe O'Connell
Mr Bobby O'Connor
Mr Fachtna O'Driscoll
Dr Máirtín Ó Droma
Ms Jackie O'Shaughnessy
Mr Pat Rockett
Ms Liz Stack

Key

* Succeeded by Cllr Gerry McLoughlin June 2012

** Succeeded by Cllr Jerome Scanlan June 2012

^ Succeeded by Adam Moursy June 2012

^^ Succeeded by Cathal Ronan June 2012

^^^ Succeeded by Cian Spillane June 2012

~ Elected March 2012

~~ Resigned February 2012

Attendance at Governing Authority meetings and expenses as required under the 2012 national Code of Governance are recorded in Appendix 1.

CORPORATE SECRETARY'S OFFICE

The Corporate Secretary reports to the President and has responsibility for a number of areas including:

- Management of the University governance function including attendance at Governing Authority meetings and management of all Governing Authority Committees;
- Ensuring compliance with the Universities Act, 1997;
- Development, revision and distribution of University statutes, regulations, corporate policies and procedures;
- Legislative compliance;
- Management of University corporate legal affairs;
- Management of the University's risk management function;
- Administrative responsibility for the University's internal audit function;
- Management of recruitment & appointment processes for the President, Academic Vice Presidents and Deans;
- Management of research ethics governance;
- Management of the University's Visual Arts Collection;
- Management of a range of internal appeals processes;
- Records management;
- Management of the development, progression and completion of corporate-wide projects.

The University of Limerick operates under national legislation, the Universities Act 1997. Overall authority for the affairs of the University is vested by the State in the Governing Authority of the University of Limerick. The Governing Authority is appointed in accordance with the Universities Act, 1997. The term of office of the current Governing Authority is 1 December 2007 to 30 November 2012. The Corporate Secretary's Office provides a service and regulatory guidance to the Governing Authority.

During the period under review, the Governing Authority:

- Adopted the revised 2012 "Governance of Irish Universities";
- Approved the size, composition and term of office of the incoming Governing Authority;
- Approved "Regulations for the University of Limerick Employee Elections to Governing Authority" and removed the requirement for one male and one female in all constituencies;
- Approved the introduction of e-voting for the election of graduates to Governing Authority;
- Re-appointed Professor Paul McCutcheon as Vice President Academic & Registrar, Professor Sarah Moore as Associate Vice President Academic and Dr Pat Phelan as Associate Registrar for second terms;
- Approved a number of internal audit reports, an external audit plan and revised the Internal Audit Charter;
- Approved the change of the Audit Committee to the Audit & Risk Management Committee;
- Approved the UL Governance Statement for year ended 30 September 2011;
- Approved the University Concert Hall as a subsidiary of Plassey Campus Centre;
- Noted the University's Fundamental Risk Register was developed, approved by Executive Committee and reported to the Audit & Risk Management Committee;
- Approved the University budget strategy for AY2012/13;
- Approved the following Human Resource related policies:
 - Procedures for the Recruitment/Appointment of Academic Staff

- Procedures for the Recruitment/Appointment of Support Staff
- Procedures for the Recruitment/Appointment of Research Scholars
- Procedures for the Promotion of Academic Staff
- Policy and Procedures for Granting Multi-annual Status to Entry-level Academic Staff
- Policy and Procedures for Progression across the Merit Bar
- Long Services Award Policy
- Policy and Procedures for Professional Development Leave for Support Staff

In addition, Governing Authority:

- Approved the concept design for the Bernal Building Phase 1 and Phase 2;
- Approved a University Treasury Policy;
- Undertook a review of its operation facilitated by an individual external to Governing Authority;
- Approved staff appointments;
- Considered undergraduate intake levels for AY2011/12 and CAO applications for AY2012/13;
- Approved the publication of three quality peer review reports on the UL website and delegated authority to Executive Committee to approve publications on website.



HONORARY DEGREES

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

John Herlihy - Doctor of Economic Science

A Limerick man from Monaleen, Castletroy, John Herlihy is Vice President of global advertising operations and head of Google in Ireland. John Herlihy believes that Ireland can be a global hub for intellectual property and a global leader in the online advertising and new media sectors. He is a strong advocate of Ireland as an ideal environment for foreign direct investment.

John Herlihy's talents and achievements in the global technology sector have been widely recognised and acknowledged. He has helped build Google's online sales and operations in Europe, the Middle East and Africa while leading a sales and operations team of over 1,100 people working in 45 countries. He holds a number of non-executive directorships, including Greencore.

Geraldine Kennedy - Doctor of Letters

Geraldine Kennedy retired as editor of *The Irish Times* in June last year after a career spanning nearly four decades. As a journalist, she was a ground-breaking and courageous investigative political reporter, whose primary duty she saw as the advocacy of accountability in public life. As an editor, she continued this work through her support for the journalists whose work she edited, even under the most difficult circumstances. Throughout her long career, Ms Kennedy has made an unrivalled contribution to modern Irish journalism and, through her achievements, to Irish public life.

As editor of *The Irish Times*, Geraldine Kennedy has striven to maintain the highest editorial standards by demanding scrupulous investigative reporting and rigorous research.

For Ms Kennedy, *The Irish Times* is all about writing the first draft of history – about the political, social, economic and cultural landmarks on the island of Ireland – and she is proud of the fact that the newspaper has progressed from being the paper of record to the paper of reference in Irish public life. In her own words, “The Irish Times is the national forum for the thinkers and doers in Irish society.”

Muiris Prionsias Ó Rócháin - Doctor of Letters (Posthumously)

Muiris Ó Rócháin's (1944 – 2011) main contribution to local culture and community life, and ultimately to Irish traditional music on a national and international scale, was made through his establishment of the Willie Clancy Summer School.

In 1973, Muiris – along with Harry Hughes, Martin Talty, Junior Crehan, Séamus Mac Mathúna, Peadar Ó Lochlainn and others – established the Willie Clancy Summer School for Irish traditional music as a memorial to the famous traditional musician. Attracting hundreds of thousands of musicians, singers and dancers from around the world every year and immersing them in Irish traditional music, the Willie Clancy School quickly achieved unrivalled success. Muiris Ó Rócháin stands as a model of selfless social action for the betterment of the cultural life of all who were touched by his sustained and visionary work in the fields of Irish music and language.

Charles F. (Chuck) Feeney – Doctor of Laws.

The University of Limerick joined with the eight other Universities on the island of Ireland to honour one of UL's longest standing friends and supporters, the philanthropist Charles F. (Chuck) Feeney. The nine Irish Universities together conferred an honorary Doctorate of Laws (LLD) on Mr Feeney, founder of The Atlantic Philanthropies. This was the first time such an honour was conferred jointly by all the universities on the island of Ireland. The universities took this unprecedented action together to celebrate Chuck Feeney's remarkable contribution to Irish society, and in particular to Irish universities.

As the catalyst behind the establishment of the University of Limerick Foundation in 1989 and a long-time Foundation Board Member, Chuck Feeney has been directly involved in the rapid growth of the University of Limerick. The capital projects and academic programmes that can be attributed to the generosity of Chuck Feeney and the Atlantic Philanthropies are many and varied, and include iconic projects such as the Living Bridge, the Glucksman Library, the Graduate Entry Medical School and continued investment in Science and Engineering at UL.

Another example of Chuck's extraordinary vision is his pivotal support for the world-renowned Irish World Academy of Music and Dance – a landmark development which has enhanced the University of Limerick's role as a major centre of artistic and cultural creativity. A global hub of academic and performance excellence, the Academy was established in 1994 on the appointment of Professor Mícheál O Súilleabháin as the first Chair of Music at UL. Since that time, the Academy has seen over 1,800 students representing 27 countries graduate from its postgraduate and undergraduate programmes. The Academy was constructed with support from the Atlantic Philanthropies and private donors.



ACADEMIC

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

ACADEMIC COUNCIL

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

- Certificate in Applied Business Studies; Bachelor of Arts in International Business;
- Higher Diploma in Business and English As A Foreign Language (Pre-Masters Studies);
- Higher Diploma in Mobile and Secure Cloud Computing;
- Higher Diploma in Software Development;
- Professional Diploma in Mathematics for Teaching; Master of Arts in German Language and Culture in Europe;
- Master of Arts in Irish-German Studies;
- Masters in International Entrepreneurship Management;
- Master of Science in Economic Analysis;
- Master of Science in Risk Management and Insurance;
- EHS Structured PHD;
- Structured PhD in Politics.

SPRINGBOARD 2012 (HEA)

In March 2012 the Higher Education Authority (HEA) on behalf of the Department of Education and Skills, re-launched Springboard, one of a number of State initiatives providing education and training opportunities to support unemployed people.

The fund, formerly known as the Labour Market Activation (LMA) programme, is designed to help unemployed people to remain as close as possible to the labour market by accessing part-time flexible higher education and training opportunities to up-skill or reskill in areas where sustainable employment opportunities may arise as the economy recovers. UL was successful in securing 110 (total value €387,500) places at UL on the following programmes:

1. Certificate in Applied Business Studies (Undergraduate NFQ 8) (On-Campus / Distance Learning) (50 places awarded)
2. Specialist Diploma – Lean Systems (Postgraduate NFQ 9) (On-line / Distance Learning) (15 places awarded)
3. Specialist Diploma - Six Sigma (Postgraduate NFQ 9) (On-line / Distance Learning) (15 places awarded)

4. Master in International Entrepreneurship Management (Postgraduate NFQ 9) (10 places awarded)
5. Specialist Diploma in Supply Chain Management (Postgraduate NFQ 9) (Online/Blended) (5 places awarded)
6. Specialist Diploma in Technology Commercialisation (Postgraduate NFQ 9) (Online/Distance) (10 places awarded)
7. Specialist Diploma in Supply Chain Management – Systems & Relationships (Postgraduate NFQ 9) (Online/Distance) (5 places awarded)

ICT SKILLS PROGRAMME

A new labour market activation programme was also launched by the HEA in 2012 in response to the increasing need to accelerate the number of qualified persons available for work in the growing ICT sector in Ireland. UL was successful in securing 110 (total value €550,000) places at UL on the following graduate entry programmes:

1. Higher Diploma in Mobile and Secure Cloud Computing (30 places awarded)
2. Higher Diploma in Software development (80 places awarded)

STRATEGIC PLAN

In 2011/12, a second round of Management Council Task Forces was established around key Strategic Plan initiatives (Language Policy, Civic and Community Engagement, Change Management and the Postgraduate Student Experience).

The final reports of the task forces were presented in May 2012. In addition to the Management Council Task Force reports

- Regular updates on progress in relation to the implementation of *Pioneering & Connected* will be formally presented by the President to GA
- Mid-term review of the plan at the end of 2013

HIGHER EDUCATION POLICY

Following the publication of the National Strategy for Higher Education to 2030, the HEA in 2012, initiated a series of consultation documents and reports requiring formal responses by the individual institutions. These responses were co-ordinated by the Office of the VPA&R on behalf of the UL President. In 2012, these included:

1. UL Response to HEA Consultation Paper: “*Towards a Future Higher Education Landscape*”; 31 July 2012
2. UL Response to HEA Consultation Paper: *Part-time Higher Education and Training in Ireland: Current policy, practice and options for the future*; May 2012
3. UL Response to the *Review of the Structure Initial Teacher Education report*; May 2012

It is anticipated that this HEA consultation and dialogues around the future HE landscape will inform our on-going inter-institutional collaborations, namely the Shannon Consortium and the UL-NUI Galway Strategic Alliance.

FACULTY OF ARTS, HUMANITIES AND SOCIAL SCIENCES

The Faculty is home to the following five academic units:

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

Close academic relationships exist with the Irish World Academy of Music and Dance.

The Faculty has over 2,500 students registered for taught and research programmes.

KEY EVENTS

Inaugural Lecture

Professor Margaret Mills Harper, PhD, Glucksman Chair in Contemporary Writing in English gave her Inaugural Lecture - *'I heard her tell the story another way': Vision and Play in Irish Studies*.

Community Law Programme

The *Community Law Programme* commenced at UL and attracted an unprecedented 75 attendees. This programme which is a joint initiative of the AHSS School of Law, the Community Liaison Office and the Access campus, offers eight lectures over an eight-week period on different aspects of law.

Other launches/events

- Jimmy Deenihan TD, Minister for Arts, Heritage and the Gaeltacht, visited UL for the launch of the Virtual Archive of *'Le Typhus de 1847 / The Typhus of 1847'* in March.
- Fintan O'Toole, Irish Times Assistant Editor and Adjunct Professor of Journalism gave his inaugural lecture *"Known knowns and the future of Irish Journalism"*.
- The Ambassador to Ireland of the Federal Republic of Germany, Dr Eckhard Lübke meier gave a public lecture at UL entitled *"Why Europe is good for us"*.

AWARDS AND RESEARCH FUNDING

Major Research Award for Department of Politics and Public Administration

The Irish Aid and Higher Education Authority Programme of Strategic Cooperation between Irish Aid and Higher Education and Research Institutes awarded a major grant in its third competition to the Department of Politics and Public Administration. This grant will support a research and training project: "How systems of public administration may help or hinder effective HIV-AIDS politics". The Department has formed a partnership with political scientists, anthropologists and

psychologists in three African Universities: Makerere, Dar es Salaam and KwaZulu-Natal and the project will support faculty research, post doctoral fellowships and PhD training in Limerick and at the three African institutions. Members of the Limerick team include Dr Maura Adshead, Dr Rachel Ibreck, Professor Tom Lodge, Dr Chris McInerney, Dr Lisa McInerney, and Professor Orla Muldoon.

Educational Mobile Phone App – “Ireland under Siege”

The National Academy for Integration of Research Teaching and Learning (NAIRTL) awarded funding of €18,641 for a Research Project entitled “*Immersive Learning in History: An Augmented Reality Mobile Phone Application (app)*”. The ‘app’ was launched by Minister for Housing and Planning, Jan O’Sullivan TD. The project was led by Robert Hutchinson, Faculty Office AHSS, in collaboration with UL Department of History, UL Information Technology Department, NUIG and the Royal Irish Academy.

AHSS Faculty Awards; Appointments

- **Jennifer Schweppe**, School of Law, was awarded a NAIRTL (National Academy for Integration of Research, Teaching and Learning) *National Award for Excellence in Teaching* 2011. She was also nominated for a European Teaching Award.
- **Dr Amanda Haynes**, Department of Sociology, was selected by the University’s Teaching Award Task Force for the *Large Group Teaching Award* competition.
- **Dr Sean Donlan**, School of Law, has been awarded the *Sarton Medal 2011-2012* by the University of Ghent.
- **Dr Ciara Breathnach**, Department of History, was appointed to the *Heritage Council* by Jimmy Deenihan TD, Minister for Arts, Heritage and the Gaeltacht.
- **Dr Geraldine Sheridan**, Professor Emerita, of the School of Languages, Literature, Culture and Communication was elected a *Member of the Royal Irish Academy*.

Student Prizes/Awards/Publications

- **Pierce Grace**, a student on the MA in Local History, won the *'Irish Chiefs' Prize in History'* national award made by the Standing Council of Irish Chiefs and Chieftains.
- **Jessica Gough**, a 2010 UL graduate of the BA in Applied Languages, was selected by The European Commission to represent Ireland as the Erasmus Student Ambassador at the 2012 Erasmus 25th Anniversary. She was also a winner of the Language Learners of the Year awards.
- **Sarah Moyles**, 4th year BA Journalism and New Media student, was awarded a prestigious 2012 *Simon Cumbers award*.
- **Thomas Keating (PhD Student in Department of Politics and Public Administration)** was awarded a *Fulbright-Schuman Scholarship* and will be affiliated with the School of International Service at American University as Scholar-in-Residence for the academic year 2012/13.

- **Craig Hughes** journalism student won the inaugural ‘*Vincent Doyle Award for Investigative Journalism*’.
- **Louise Mackey**, 4th year Law and Accounting, and **Victoria Kiely**, 4th year History, Politics, Sociology and Social Studies, were selected onto the *Washington Ireland Program* (WIP).

Two further editions of Student Journals were launched in February and March 2012 – the latest edition of **History Journal** and **Socheolas the Limerick Student Journal of Sociology**.

Research

During the year faculty continued their high output of **first class publications** including eleven single authored or co-authored books as well as six edited books.



IRISH WORLD ACADEMY OF MUSIC AND DANCE

KEY EVENTS:

Key events throughout the year included:

The Paul Brady Blas Summer School Scholarship

The Paul Brady Scholarship was established in 2011, in conjunction with ULF, providing €20,000 in funds over three years, and providing 25 places for deserving musicians and dancers on the Academy's Blas Summer School of Irish Traditional Music and Dance. The Paul Brady Blas Summer School Recipients benefit from master classes and tuition from some of Ireland's most respected traditional musicians and dancers.

The Marie Duffy Foundation established.

The Marie Duffy Foundation was established in June 2011 to provide financial assistance and support to aspiring dancers, musicians and choreographers. The Marie Duffy Foundation Award for Excellence in Dance Performance was introduced in May 2012 in association with the Irish World Academy and acknowledges performance excellence in Irish dance performance by final year undergraduate students of the Academy's BA Irish Music and Dance. Marie Duffy is a highly influential figure in the world of Irish dance.

The Limerick Fleadh at the Irish World Academy

From May 30th to June 4th 2012, the Irish World Academy, in association with the Caladh an Treoigh branch of Comhaltas Ceoltóirí Éireann, hosted Fleadh Cheoil Luimnigh 2012, attracting 6,000 people to the UL campus over the four days.

International Council for Traditional Music Symposium

In July, the Irish World Academy hosted the fiftieth year of the International Council for Traditional Music's Symposium on Ethnochoreology. The theme of the 2012 symposium was 'Dance & Place'.

AWARDS AND FUNDING

Irish World Academy undergraduate recipients of the Merit Bursary Awards

The Merit Bursary was awarded to undergraduate students in recognition of their excellent results for the 2010/2011 Academy Year. There were four recipients from the Irish World Academy: Courtney Jay (US) BA Irish Music and Dance; Hajime Takahashi (Japan) BA Irish Music and Dance; Luis Sanchez (Mexico) BA Irish Music and Dance; Alyssa Porter (US) BA Irish Music and Dance.

Sing out with Strings Scholarship Fund at the Irish World Academy (in association with The Irish Chamber Orchestra)

A number of scholarships valued at €5,000 each were made available to students for the MA Community Music and the MA classical String Performance at the University of Limerick.

FACULTY OF EDUCATION AND HEALTH SCIENCES

The Faculty of Education and Health Sciences (EHS) is a constellation of six departments Clinical Therapies (CT), Education & Professional Studies (EPS), Graduate Entry Medical School (GEMS), Nursing & Midwifery (N&M), Psychology (PSYC) and Physical Education & Sport Sciences (PESS).

KEY EVENTS

i-PLAY launched

The PESS Department launched i-PLAY a physical activity programme for children and young people with special needs. i-PLAY(Inclusive Play and Leisure Activities for Youth – ‘Imrím’) is a ten-week, physical activity programme within the Physical Education & Sports Science (PESS) Department, designed for children and young adults with special needs and led by Dr Daniel Tindall and Ms Brigitte Moody.

Nursing and Midwifery Camp

The Department hosted its second annual Summer Camp on June 27th & 28th. This was an interactive two-day camp, which attracted transition year and fifth year students interested in pursuing a career in Nursing or Midwifery.

AWARDS AND RESEARCH FUNDING

Graduate Entry Medical School (GEMS)

€1M of funding was secured from competitive bids to a number of bodies including; the Health Research Board, Health Services Executive and the National Children’s Research Fund (Crumlin).

PINTA-lite, a new feasibility study integrating addiction treatment and primary care, was awarded €330,000 to develop and evaluate a psychosocial intervention for poly-drug use. This three-year project is led by Professor Walter Cullen's team, involving academic clinical policy experts responsible for planning and delivery of addiction care and primary care, as well as international experts from the UK and US.

Clinical Therapies

Dr Kate Robinson and her research team were awarded a grant of €431,712 to deliver the ‘Working with Arthritis: Strategies and Solutions’ programme, which will recruit 250 participants and aim to overcome the barriers people with arthritis face when accessing, remaining in or returning to work.

Dr Susan Coote (Clinical Therapies) received the UL Research Excellence Award (Early Career) 2012 at the Autumn conferring ceremony.

STAFF APPOINTMENTS

Graduate Entry Medical School

Professor Michael Larvin will join the Graduate Entry Medical School (GEMS) in the new academic year as successor to Professor Paul Finucane, Foundation Head of GEMS. He was Foundation Professor of Surgery at the University of Nottingham Graduate Entry Medical School from 2002 and previously worked at the Universities of Leeds and London, Ulm (Germany), and in the USA where he first encountered graduate entry medicine and gained a research Doctorate and education Masters along the way. His clinical and research experience lies in pancreatic disease, metabolism and minimally invasive (keyhole) surgery, including operations for severe obesity. His educational interests include technology-enhanced learning, both e-learning and immersive simulation.

Professor Tom Kieran was appointed Associate Professor of Medicine.

Physical Education and Social Sciences

Dr Ann MacPhail was appointed as the new Head of the PESS department from September 1st.

Nursing and Midwifery

Dr. Pauline O'Reilly was appointed Head of the Department of Nursing and Midwifery from September 1st .



FACULTY OF SCIENCE AND ENGINEERING

The Faculty of Science and Engineering 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.

KEY EVENTS

82nd European Study Group with Industry

The study group was hosted by MASCI from June 27th to July 1st and brought together the wide-ranging expertise of mathematical scientists in a collaborative effort to solve real problems experienced by industrialists.

Department of Mathematics & Statistics

Over 180 Leaving Certificate students signed up for the higher level mathematics tutorials through the UL Maths Helpdesk. Now in its fifth year, the UL Mathematics Leaving Certificate Helpdesk has provided free support for over 400 students to date. This programme which is sponsored by the Faculty of Science and Engineering and supported by the Department of Mathematics and Statistics, is conducted by the Mathematics Learning Centre. The Maths Helpdesk is one of a number of UL initiatives aimed at addressing the ‘mathematics problem’ in Ireland.

Maths Week - 15th – 22nd October

As part of Maths Week which ran from October 15th to 22nd, MACSI and the NCE-MSTL at UL hosted the Mallow Science and Maths Fair; a family fun day to interest and inform children in the subject. The fair was funded by Discover Science and Engineering.

AWARDS AND RESEARCH FUNDING

European Space Agency Project

The Stokes Institute recently commenced a European Space Agency project entitled ‘Evaluation of High Fatigue Resistance Lead-Free Solder Alloys’. Stokes has partnered with the Tyndall National Institute on the project, and it represents the Institute’s first success with an ESA tender. The year-long project builds on Stokes very strong expertise in environmentally-friendly materials for electronic assemblies.

Product Design & Technology Student Continues Winning Streak at Irish James Dyson Awards

For the second year running, a Product Design and Technology student from the University won the Irish section of the 2012 James Dyson Award. Paddy Mulcahy was awarded the prize for his design U-neat – an integrated hospital locker and table system. Paddy completed the Bachelor Degree in Product Design and Technology and graduated with first-class honours at the Autumn conferring ceremonies.

Hank Krabbe Medal

The Hank Krabbe Medal was awarded by Analog Devices to the student with the highest QCA on Graduating from the Department of Electronic and Computer Engineering and was presented to Mr Stephen Brookes, Skibbereen, Co Cork who graduated from the Bachelor of Engineering in Electronic Engineering.



KEMMY BUSINESS SCHOOL

The School structure is built around four academic departments and a number of specialist **research centres** and programme delivery units, largely based in the departments. The Kemmy Business School is one of the largest business schools in the country with almost 2,600 full-time and part-time students taking a variety of undergraduate and postgraduate programmes. The KBS has over 100 staff and is comprised of four departments: Department of Economics; Department of Personnel and Employment Relations; Department of Management and Marketing; and Department of Accounting and Finance.

KEY EVENTS

CPM Launch New Programmes

The Centre for Project Management (CPM) at the KBS launched two new programmes in September 2011: a full time MSc in Project Management and a part-time MSc in Project and Programme Management.

AWARDS AND RESEARCH FUNDING

Economics Department

Dr Stephen Kinsella was awarded \$160,000 by the Institute for New Economic Thinking (www.ineteconomics.org) to build a new macroeconomic model for Ireland. It is the only INET-funded project in Ireland and one of only 23 funded worldwide. The INET was created by George Soros to broaden and accelerate the development of new economic thinking that can lead to solutions for the challenges to the 21st century.

STAFF APPOINTMENTS

The KBS welcomed new Head of Department of Accounting and Finance Dr Martin Mullins on September 1st. Martin brings a unique set of skills to the post, which will contribute significantly to achieving the goals of the Department and the KBS.



CENTRE FOR TEACHING AND LEARNING

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

KEY DEVELOPMENTS

Regional Writing Centre

During this period, the Writing Centre played an extremely effective role in the development of innovative learner development and support in writing, enhancing fundamental transferable skills that are relevant to students from all disciplines. Such initiatives included the following:

- a. Design, delivery and co-ordination of Writing-in-the-Disciplines initiatives in order to encourage the integration of writing into course support and curriculum development. Over 50 Writing-in-Disciplines initiatives were conducted, with a total of 1,069 students participating from across all faculties. Twenty-three staff members sought Writing Centre guidance in incorporating writing into their curriculum during the 2011/2 academic year.
- b. Design, delivery and development of modules in writing, including: Academic Literacies 1 & 2; Advanced Technical Communication for Engineers; Introduction to Engineering (lectures and tutorials on report writing), Peer-tutoring in Academic Writing, Research Planning and Preparation and Scholarly Presentation and Dialogue in Research and Academic Writing. These modules were delivered to 456 students.
- c. Expansion of the One-to-One Peer-tutoring in Academic Writing initiative. A total of 687 undergraduate and postgraduate students participated in one-to-one writing consultations.
- d. Design, delivery and co-ordination of early academic development and teacher training, including modules on the Specialist Diploma in Teaching, Learning and Scholarship.
- e. Four 'How I Write, Ireland' interviews conducted with visiting Professor Tony McEnery, Lancaster University, Dr. Stephen Kinsella, University of Limerick, Professor (Emeritus) Tom Moylan, University of Limerick and Limerick ex-patriot Poet Tim Cunningham, Essex, UK .

Teaching Awards

- Professor John Fahy was the overall winner of the Shannon Consortium Regional Teaching Excellence Award
- Dr Michele O'Dwyer won the University award for small group teaching
- Dr Ronan Carbery and Maria Bailey were both awarded for large group teaching

The Regional Writing Centre delivered initiatives or served as consultants to five other Irish institutes of higher education including IT Sligo, NUI Maynooth, Mary Immaculate College (MIC), NUI Galway and St. Patrick's College, Dromcondra.

EVENTS

- The Regional Writing Centre hosted its *2nd National Symposium on Academic Writing* , with special guest speaker Damien Clancy, CEO of Aughinish Alumina speaking about workplace writing.
- The Regional Writing Centre hosted its first Secondary School Essay-writing Competition in May of 2012, prizes being awarded to two students from Ardscoil Ris, North Circular Road, Limerick and to another student from Hazelwood College, Dromcollogher.
- A series of workshops and lunchtime seminars were attended by approximately 242 UL staff. CTL also hosted a summer workshop facilitated by Dr Richard Felder and Dr Rebecca Brent which was well attended by faculty from UL and beyond.



INTERNATIONAL EDUCATION

The International Education Division (IED) implements the University's strategic objective of promoting an international focus across key areas of activity. Particular emphasis is placed on 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 internationally. UL welcomed 1,998 international students from 102 countries in 2011/12. International students are defined as full-time and visiting non-Irish students.

Category	Student Numbers
Full degree international students	1056
Visiting students: Study Abroad and Exchange	942
Outgoing UL exchange students	393

IED undertook promotional activities in a wide range of countries, including China, India, Japan, Russia, Saudi Arabia, and the USA, with a view to developing institutional partnerships and attending promotional and student recruitment events.

An Taoiseach Enda Kenny TD launched the China office of the University of Limerick in March 2012. Based in Beijing the office aims to increase UL's profile in this key market for the Irish education sector. UL has forged links with a number of prestigious Chinese universities including Jilin University, Tianjin University, Xi'Dian University, the University of Science and Technology Beijing and Tongji University in Shanghai. These partnerships involve joint programmes in the disciplines of Financial Services, Computational Finance, Software Engineering and Interactive Media. UL has over 100 Chinese students on undergraduate and postgraduate programmes. The annual alumni dinners were hosted by IED in Beijing and Shanghai.

To further raise awareness of the quality of Irish Education, a new US Student Ambassador Programme was launched. The student ambassadors share their experience and insights of life as a student in Limerick through blogs, articles and video posts, connecting prospective US students and their families with those already studying in Ireland

The Erasmus programme celebrated its 25th anniversary. The Irish student Erasmus 25 Ambassador was UL graduate, Jessica Gough. UL's Erasmus programme continues to be the largest in Ireland with a total of 318 UL students studying abroad under the LLP Erasmus Programme, and a further 75 students spent an academic placement at a university outside Europe. The comprehensive range of UL international 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 through the presence of visiting students and academics. Teacher and Staff mobility visits are steadily increasing within the University.

Work continues apace on the internationalisation of the campus, in particular the embedding of international experience as a formal element of academic programmes at UL. Other internationalisation activity included the launch of IED's first Cultural Festival to celebrate and express the rich variety of traditions in the campus community. This will be an annual event. A year-long series of internationalisation workshops for administrative and academic staff were also organised in 2011/12. These were themed '*working in a multi-cultural environment*' and '*teaching in a multi-cultural class-room*' and were organised in conjunction with the Irish Council for Overseas Students (ICOS).



COOPERATIVE EDUCATION AND CAREERS DIVISION

The Cooperative Education & Careers Division (CECD) is responsible for the management, development and delivery of the Cooperative Education, Careers and Teaching Practice programmes at the University. Cooperative Education is a defining feature of the student experience. Last year over 1,600 placements were secured for students across the faculties of Business, Science & Engineering, Arts, Humanities and Social Sciences and Education & Health Sciences. Spanning 56 degree programmes, Co-op at UL is the largest placement programme in Ireland and one of the largest in Europe. The sectoral spread of the Cooperative education placement network reflects the diversity of degree offerings and placements are undertaken across the full sectoral spectrum including financial services, information and communications technology, engineering, manufacturing, medical technologies, pharmachem, aerospace, creative technologies, food, the professions, public services and education.

The international dimension of the programme is significant: more than 20% of UL students have undertaken placements within a network of twenty five countries across all five continents. UL is the largest participating Irish university in the Erasmus work placement programme and the Division has been awarded €350,000 in Erasmus funding to support students of all disciplines undertaking placements within the European Union. In 2012, RTL, Europe's second largest TV production company, show-cased a UL Business Studies student on Coop with an accountancy firm in Luxembourg on one of its current affairs programmes. In the past year, UL won the 2012 National Employability Award for Engage Africa, its African Co-op placement programme.

The Division facilitates the employability development of UL students as an integral component of both their academic programme and their student experience. In this context, CECD delivers a comprehensive career development programme to undergraduate, postgraduates and access students, including activities such as sectoral briefings, employer presentations and interviews, a job vacancy service, careers consultations, CV Clinics and a range of tailored services for targeted student groups. In June 2012 UL hosted the biennial conference of the Association of Higher Education Careers Services in Ireland. This was a two-day conference, attended by 150 careers professionals and employers, and formally opened by Mr. Tom Boland, Chief Executive of the HEA. The Careers Fair was the largest third level careers fair in the country, attracting over 120 employers seeking to recruit students from a very wide range of disciplines. Reflecting the University's commitment to employability, the most recent HEA survey shows that, notwithstanding the recessionary climate, UL graduates have maintained a high level of employment, with 63% of 2011 graduates going directly into employment. This is 15% above the national average for the university sector (at 48%) according to the latest available comparative figures.

UL has the largest Teaching Practice placement programme in the country. Over the past year, the Division has secured Teaching Practice assignments for over 800 students from UL's range of twelve undergraduate and postgraduate teacher education programmes. These students had the opportunity to apply their academic learning in a live classroom environment across UL's network of over 500 participating schools.

FINANCE

Income

Income increased to €122.55 million from €112.29 million, representing an increase of 9.1% over the previous year.

Total State grants increased from €37.97 million to €41.99 million representing an increase of 10.6%, however this increase was due entirely to the increase in pension costs. The underlying recurrent State grant decreased by 5.1% from €28.46m to €27.0m. Student fee income increased 8.1% from €65.69 million to €70.99 million, reflecting the State's decision to continue reducing the State grant to the third level sector.

Income from other sources increased from €8.63 million to €9.57 million, a growth of 10.9%, due mainly to increases in non-EU student fee income and interest income.

Academic and Related Services Expenditure

Expenditure on Academic and Related Services increased from €112.07 million to €122.24 million, an increase of 9.1%. More than half of this increase (54%) is due to the increase in pension costs. Pay represents 71% of total expenditure (2011: 70%). Colleges and Departments now account for 78% of the total pay expenditure excluding pensions (2011: 77%).

Contract Research and Other Self-Funded Projects

Contract Research income increased by 8.7% from €22.35 million to €24.28 million during the year under review. After significant decreases in the last two years, this stabilisation is to be welcomed. However research income remains at a level last seen in 2007. This reflects the difficulty in attracting research projects in the current economic conditions.

Expenditure on self-funded projects decreased by 43.1% from €16.15 million to €9.19 million, which reflects the decision of the University to mainstream much of the activities in this area along with the negative impact the current economic environment is having on the remaining projects in this category.

Capital Programme

University capital expenditure amounted to €20.3 million during the year, €4.4 million related to equipment, and the balance relating to land and buildings. This is an increase of €7.5 million on the total capital expenditure in the previous year.

€3.4m was spent on the Sports Pavilion and Artificial Pitches which opened during the year. €5.4m was spent on the Graduate Medical School Building and Medical School Accommodation which opened in September 2012.

€2.9m was spent on the renovation of the Physical Education and Sport Science Buildings.

The successful implementation of the University's physical development programme is being made possible by the very significant funds being provided to the University from private sources in partnership with State funding.

UNIVERSITY OF LIMERICK

CURRENT INCOME AND EXPENDITURE ACCOUNT
YEAR ENDED 30 SEPTEMBER

INCOME	NOTES	2010 €'000	2009 €'000
State Grants	1	48,658	55,591
Student Fees	2	63,692	55,838
Other	3	7,041	6,200
Income		<u>119,391</u>	<u>117,629</u>
Contract Research and Other Self-Funded Projects	4	42,533	48,710
		<u>161,924</u>	<u>166,339</u>
Mary Immaculate College			
State Grants		21,079	21,397
Student Fees		9,693	9,408
Less amount transferred to College		<u>(30,772)</u>	<u>(30,805)</u>
Total		<u>161,924</u>	<u>166,339</u>
EXPENDITURE			
Colleges and Departments	5	65,686	67,741
Academic and Other Services	6	10,164	11,144
Premises	7	12,755	12,684
Amount allocated for Capital Purposes	8	1,591	1,487
Central Administration and Services	9	10,862	10,449
General Educational Expenditure	10	1,935	1,946
Student Services	11	3,783	3,955
Miscellaneous Expenditure	12	8,994	9,293
		<u>115,770</u>	<u>118,699</u>
Contract Research and Other Self-Funded Projects	4	42,533	48,710
Total	13	<u>158,303</u>	<u>167,409</u>
Surplus/(Deficit) on Activities before Amortisation of Capital Reserves and Grants, Ancillary Services and Depreciation of Fixed Assets		3,621	(1,070)
(Deficit)/Surplus on Ancillary Services	14	(153)	97
Depreciation of Fixed Assets	15	(10,743)	(10,327)
General Reserve Movement	16	10,896	10,230
NET SURPLUS/(DEFICIT) for year	24	<u>3,621</u>	<u>(1,070)</u>

UNIVERSITY OF LIMERICK

BALANCE SHEET**YEAR ENDED 30 SEPTEMBER**

	NOTES	2010 €'000	2009 €'000
TANGIBLE FIXED ASSETS	17	<u>356,899</u>	<u>339,157</u>
INVESTMENTS	18	<u>6,274</u>	<u>18,800</u>
CURRENT ASSETS			
Bank Balances and Cash		60,989	55,108
Debtors and Prepayments	19	<u>15,350</u>	<u>14,097</u>
		76,339	69,205
CURRENT LIABILITIES			
Creditors and Accrued Expenditure	21	(83,680)	(81,421)
		<u> </u>	<u> </u>
NET CURRENT ASSETS/(LIABILITIES)		<u>(7,341)</u>	<u>(12,216)</u>
LONG TERM LIABILITIES			
Creditors due after one year	27	<u>(13,197)</u>	<u>(14,425)</u>
TOTAL ASSETS LESS TOTAL LIABILITIES		<u>342,635</u>	<u>331,316</u>
REPRESENTED BY			
		€'000	€'000
General Reserve	22	320,330	312,864
Restricted Reserves	23	24,345	24,113
Revenue Deficit	24	<u>(2,040)</u>	<u>(5,661)</u>
		<u>342,635</u>	<u>331,316</u>

RESEARCH

Our focus is on research with consequences for economic and social benefit. This is characterised by the convergence of discrete disciplines working together to achieve fundamental breakthroughs whilst adopting a translational approach to ensure research results are translated more rapidly towards commercialisation.

RESEARCH OFFICE

The Research Office, under the leadership of the Vice President Research, is responsible for providing strategic direction to, and supporting and monitoring, the University's research and innovation activities. The Research Office is comprised of three departments:

1. **Research Support Services** provides assistance and intelligence to researchers on a range of funded research programmes supported by national and international agencies.
2. **The Graduate School** supports the development and delivery of research and taught postgraduate programmes across the University and provides a range of support services to postgraduate students.
3. **The Technology Transfer Office** supports the innovative activity emanating from UL and ensures that opportunities for the commercial development of the University's intellectual property are pursued and implemented.

KEY DEVELOPMENTS

- Lero, the Irish Software Engineering Research Centre based at UL, secured funding through Science Foundation Ireland (SFI) of €16 million. The SFI funding is second-term funding provided through its Centre for Science, Engineering and Technology Programme and is also complemented with a very significant industry contribution of €6.4million.
- UL researchers led a €5.4 million project to develop a nanoscope which will allow the screening of patient cells for Alzheimer's disease. The research team based at the Materials and Surface Science Institute (MSSI), UL, is leading the 11 member European team, LANIR (Label Free Nanoscopy Using Infra-Red) which is undertaking this research. The team includes six SME's from across Europe.
- UL was awarded €4.5 million in EU Framework funding for projects in the thematic areas of nanotechnologies, energy, environment, ICT, female participation in science academia, manufacturing processes, organic processing, aeronautics and security.
- UL researchers were awarded over €1.2 million in funding for two Science Foundation Ireland (SFI) Principal Investigator awards, investigating the assembly of semiconductor nanorods for low cost photovoltaics and modelling dynamics on complex networks.
- UL was awarded over €1.8 million in funding from Enterprise Ireland under the Commercialisation Fund Awards, involving collaborative research projects between UL and industry. The research areas covered included innovation in design tools, electroplating

processes, rehabilitation devices, antimicrobial nanoparticles, safety syringes, composite laminates and wind turbine energy. In addition, UL was awarded over €350k in funding from Enterprise Ireland under the Innovation Partnership programme,

- The Irish Research Council for Science, Engineering & Technology (IRCSET) awarded UL funding for 15 postgraduate scholarships, with the Irish Research Council for the Humanities and Social Sciences (IRCHSS) awarding UL funding for 10 postgraduate scholarships. Research Council funding exceeded €1.8 million in total.
- 35 new invention disclosures were received from UL researchers, 9 new patent applications were filed and 1 new campus company, Rosetta Foundation was spun out. Rosetta will make vital information available to individuals all over the world irrespective of their social status, linguistic or cultural background, and geographical location.
- 7 license agreements were signed with companies based in Ireland to commercialise technologies that emerged from UL research activities.
- UL researchers won first and third prizes at the Med in Ireland Innovation Awards. First place was awarded to the cross-disciplinary team of clinicians and biomedical engineers based at The Centre for Applied Biomedical Engineering Research (CABER) while third place was awarded to the Graduate Entry Medical School (GEMS) in collaboration with the Tyndall Institute.
- In its first year The Nexus Innovation Centre established itself as a high-end enterprise support centre within the University of Limerick and the mid-west region. Since September 2011, the Nexus community has grown to comprise 31 members. Nexus has played a pivotal role in the creation of 96 jobs and successfully placed over 48 UL students into client companies.
- IDA inward investment itineraries continued to be supported with over 20 visits facilitated jointly by the Technology Transfer Office and the Cooperative Education and Careers Division.

POSTGRADUATE NUMBERS ACADEMIC YEAR 2011-12

Numbers of registered research postgraduate students 2011/12

Faculty	Master s F/T	Master s P/T	Master s Total	PhD F/T	PhD P/T	PhD Total	Total
Arts, Humanities & Social Sciences	7	2	9	121	11	132	141
Business	2	1	3	46	26	72	75
Education & Health Science	24	6	30	75	33	108	138
Interfaculty	0	-	-	3	-	3	3
Irish World Academy Music & Dance	0	-	-	28	3	31	31
Science & Engineering	49	14	63	310	47	357	420
Totals	82	23	105	583	120	703	808

Numbers of registered taught postgraduate students 2011/12

Faculty	Master s F/T	Master s P/T	Master s Total	Grad Dip F/T	Grad Dip P/T	Grad Dip Total	Total
Arts, Humanities & Social Sciences	184	29	213	10	3	13	226
Business	172	115	287	-	-	-	287
Education & Health Science	214	33	247	64	137	201	448
Irish World Academy Music & Dance	64	-	64	-	-	-	64
Interfaculty	-	-	-	178	11	189	189
Science & Engineering	144	41	185	49	1	50	235
Totals	778	218	996	301	152	453	1449



ACADEMIC AND SUPPORT SERVICES

STUDENT SUPPORT SERVICES

The Division is focused on meeting students' requirements and enhancing the student experience at UL. The Divisional structure is as follows:

- **Student Administration:** Admissions Office and Student Academic Administration.
- **Student Supports:** Arts Office, Chaplaincy, Community Liaison Office, Counselling Service and Student Health Centre.
- **Specialised Supports:** Access Office, Disability Support Services and Mature Student Office.

Admissions participated in new marketing initiatives and in the organisation and participation in community-based information evenings.

Student Academic Administration introduced new technical solutions in collaboration with the IT Division to enhance business processes. These are resource intensive developments but produce big benefits.

The **Counselling Service** introduced an electronic I-Grade system and the project was carried out in collaboration with Student Academic Administration. There is a consistent increase in the number of students attending the Service each year.

The **Community Liaison Office** organised the Inaugural President's Volunteer Award (PVA) Ceremony, 82 students received awards in recognition for their voluntary commitment to our communities during their academic studies.

Chaplaincy - Teach Fáilte continued to attract increasing numbers of students who visited the centre daily. The facility is used as a drop-in centre for students on campus and is available for meetings, group events and hospitality after services or gatherings in the Contemplative Centre.

The **Student Health Centre** introduced a schedule of charges for the provision of nurse, doctor, psychiatrist and physiotherapy and related services to students.

The **Arts Office** was involved in a number of projects which included: *Social Inclusion Project with Class of 2014* - the aim of which was to encourage students, through a creative activity to examine different aspects of social inclusion. Themes included bullying, racial and class discrimination. *The National Collection of Watercolour* - Curated an exhibition of works from the National Watercolour Society of Ireland collection housed in UL for the Inisceiltra Arts Festival 2012 in Mountshannon, Co Clare. A UL40 event *Face Value* - Collaboration with UL Visual Arts Office consisted of portraits of University graduates and staff, both past and present. *Visual at Eden* - The exhibition space was used to showcase works by emerging artists, and other projects.

The **Access Office** worked with local DEIS schools to promote awareness of access to University routes and 3rd level education participation. The University of Limerick's Strategic Plan clearly outlines the University's commitment to widening participation at third level for socio-economically disadvantaged students from schools and communities traditionally under-represented at third level.

The Access and **Disability Support Services** Offices played an important part in the development and management of both the DARE (Disability Access Route to Education) and HEAR (Higher

Education Access Route) national supplementary admission schemes. Staff members chaired the two Operational Groups and were members of the National Strategic Development Group over the life-time of the project. The presentation of the Taoiseach's Award for Excellence specifically noted the additional key role of the University of Limerick in facilitating the national roll out of the admission schemes.

The **Mature Student Office** ran a series of information evening events to promote admission of mature students to UL.

The Student Affairs Division continued to work more collaboratively, introduce technology and to provide creative solutions to the increasing demands as a result of increased diversity and new University and sectoral requirements and in the context in the context of decreased resources



INFORMATION TECHNOLOGY DIVISION

The Information Technology Division (ITD) provides computing, audio-visual, printing, postage and telephone services to UL staff and students.

KEY DEVELOPMENTS

- An online application for Erasmus and Exchange students was developed and made available to applicants.
- The Professional Diploma in Mathematics for Teaching application process was moved to a new streamlined online system.
- The HESK Ticketing system was implemented for the International Education Division to improve handling of enquiries.
- An online workflow for Disability Support Services was developed to facilitate registration for students.
- An online system was implemented for handling Incomplete Grade Applications to assist students in deferring exams or course work in legitimate cases.
- Drupal was established as University's Web Content Management System and training was conducted with departments to decentralise the updating of web content as part of the University's marketing and information dissemination services.
- The creation of student accounts was moved to Microsoft Forefront Identity Manager, streamlining and increasing the speed of student computer account creation following enrolment.
- ITD implemented a Self-Service Password Reset facility for staff and students (both on and off campus) to allow users to reset their own password and to reduce the time loss due to forgotten passwords.
- ITD worked collaboratively with University of Limerick Students' Union to link student's network identity to allow secure and managed access to electronic voting in student elections.
- The University's business continuity and disaster recovery facilities were enhanced through the upgrade and expansion of the technical backup and recovery infrastructure.
- The strategy to improve redundancy and scalability of the University server infrastructure was enhanced through ITD's continued virtualisation strategy and the decommissioning of older physical servers.
- In 2011-12 the following buildings were integrated into the University Network allowing access to high speed fibre connectivity to University and internet resources
 - GEMS
 - Quigley Residences
 - The refurbished PESS building
- The University's internet connectivity was upgraded to allow for a faster more resilient internet service for staff and students.
- Additional wireless access points were installed on campus to significantly increase the coverage of WIFI connectivity.

- ITD with assistance from UL Procurement re-tendered for the University's hardware maintenance contract resulting in a reduction in the annual hardware maintenance cost by 60% with no reduction in service.
- ITD and Procurement, on behalf of the Irish third level sector, ran a successful drawdown from the Government framework that resulted in a single supplier procurement process for Desktop PCs and Notebooks delivering significant savings and streamlined processes.
- The hosting of the University's website was moved to an external hosting arrangement to improve availability and to allow for information provision to the community in the event of the unavailability of on campus IT services.
- Student email was migrated to Microsoft's LIVE@Edu service to leverage the benefits and cost savings of cloud based services.



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.

During the year, the Library continued to build library collections to enhance research and teaching at the University. This included the Library Information Resources Development Committee (LIRD) allocation of funds towards the increased purchase of reading list material and the acquisition of the 26,000 volume Springer e-book collection. Success in securing funding for IReL to the end of 2013 was most important as it is critical to teaching and research in all subject areas. During the year UL's use of IReL included 204,850 downloads from Science Direct and 199,873 downloads from JSTOR. The recently established National Dance Archive received and listed 26 collections from a variety of dance genres.

Despite the challenges of space and finance a significant number of improvements were made to the library learning environment and library services provided. Many improvements were in response to the Library's customer satisfaction survey LibQUAL, which was run in February 2012. These included the creation of a Postgraduate Reading Room, the zoning of the Library to increase dedicated silent and group space and improvements to internet connectivity.

The Library's support for researchers was strengthened this year with the development of a research skills module. *Realising Your Research Value: from Literature Review to Getting Published* is a programme consisting of three workshops: Finding research information and keeping up to date, Reference management including EndNote and Getting published and maximising research impact.

SPECIAL COLLECTIONS

One of the most significant recent developments was the establishment of the National Dance Archive (Cartlann Náisiúnta Damhsa na hÉireann) by the Library and the Irish World Academy of Music and Dance. In 2011/12 the Special Collections Department in collaboration with the IWAMD began the acquisition and listing of an archive of dance materials. The NDAI represents an important contribution to the culture and history of dance in Ireland.

Among the most noteworthy additions to the the Library's special collections in 2011/12 was a first edition of the W. B. Yeats book 'Four Plays for Dancers,' which was donated to the National Dance Archive of Ireland in the Library. The department also announced the acquisition of several inscribed and annotated books by Sir Stephen De Vere (1812-1904) of Curragh Chase and Monare, Foynes. A further important donation included the Library of the Royal College of Surgeons in Ireland donation of a library of books from Barringtons Hospital Limerick to the Glucksman Library.

Management of the University archives was assumed by the Special Collections Department in the Library following the retirement of the University Archivist. The UL archive includes material such as records of Governing Authority, Academic Council, Deans Council meetings and their committees, as well as annual reports, newsletters, bulletins, prospectuses and other UL publications.

Digital Services

The Technical Services Department was expanded to include the Digitization Unit and the Institutional Repository. To support this development, work commenced to enhance the Library's digital services infrastructure. State-of-the-art digitisation equipment was purchased to support a dedicated imaging lab. The Digital Library will be an important resource for researchers.

LISD Statistics 2011/12

Services		Collections	
Total loans	207,537	Total book stock	333,983
Loans from short loan collection	28,771	Books added in year	11,088
Loans from self-service points	115,804	Electronic books	198,513
Library visits	922,334	Print and electronic journals	63,472
Information skills training delivered in person hours	7,646	Full text article requests	1,044,695
Library staff (FTE)	48.5	Bibliographic & fulltext databases	188



HUMAN RESOURCES

The University of Limerick has over 1,300 members of staff. To support the goal of developing and maintaining UL as an internationally acclaimed centre for teaching, learning and scholarship, the Human Resources (HR) Division aims to attract, motivate and retain excellent staff and ensure they are supported in achieving their full potential.

KEY DEVELOPMENTS

- 91 recruitment competitions were advertised during this time period.
- HR continued to roll out a range of continuous professional development programmes: 1333 employees attended 126 programmes in the period under review.
- Financial support was provided to 73 staff members for participation in undergraduate, postgraduate and doctoral studies as part of the University's commitment to supporting the continual professional development of its employees.
- The Mentoring Scheme continued, with a further 15 employees being matched from within the academic and administrative areas of the University. Workshops supporting the Mentoring Scheme continued during the year. Since the inception of the scheme, there have been over 123 successfully matched pairs. The aim of the mentoring initiative is to provide a platform through which experiences can be shared on a one-to-one informal basis thus providing support to all staff, across all roles and across all career stages. The success of the scheme can be attributed to the commitment of over 40 trained mentors who give freely of their time to act as mentors.
- The 4th International Women's Day Conference – Networking Women took place on the 8th March 2012 in the Irish Chamber Orchestra Building UL. Over 120 participants attended the conference. Participants included staff from UL and other external 3rd level institutions, local business representatives and members of local community groups. The conference was chaired by Professor Marie Parker Jenkins – Professor of Education in UL. External speakers included **Terry Prone**, founder of the Communications Clinic **Kathleen O'Meara**, Head of Advocacy & Communications with the Irish Cancer Society and former member of Seanad Eireann. **Rosemary Delaney**, Entrepreneur and owner of Women Mean Business publishing company; **John Fitzgerald** of Harmonics one of Ireland's leading Career Coaching Companies; **Liam Croke** – MD Harmonics Financial; **Brenda Ni Shuilleabhain** Author, **Dorothy Quin**, former President Network Limerick. UL speakers included **Dr. Maura Adshead**, Head of Department & Senior Lecturer of Politics & Public Administration and **Marie Connolly**, Learning & Development Manager, Human Resource Division UL.
- The IUA Living Equality and Diversity Equality Authority Mainstreaming Unit funded Programme (LEAD), involving 6 Irish Universities and lead by UL was awarded an Outstanding Achievement by the IITD (Institute of Training & Development) in 2012 in the Most Innovative Use of Technology category. This sectoral eLearning programme covers all nine grounds of discrimination and is available on line to all employees www.ul.ie/hr
- The University continued its commitment to the on-going development of all employees through providing leadership development for current and aspiring leaders within the University during 2012. To date over 100 Academic, Research and Support Managers have undertaken Leadership Development Programmes. The programmes are modular based and include such intervention tools as 360 degree feedback, profiling reports, 1-1 Coaching and involvement in

Institutional Projects. In 2012 three programmes took place in the University with participants from academic, research and support departments. The feedback has been very positive with participants saying that the programmes have significantly changed the way they view their roles in leadership and the opportunity to network with colleagues from a range of other disciplines/departments has been invaluable.

- 59 research recruitment competitions were advertised during this time period.
- The “HR Excellence in Research” application was submitted to the European Commission during this time period, and was subsequently awarded. In order to develop the HR Strategy for Researchers, the University of Limerick carried out an internal analysis to compare institutional practices against the European Charter for Researchers and the Code of Conduct of Recruitment of Researchers“, involving key institutional stakeholders including researchers. The result of this analysis was the development of the University of Limerick HR Strategy & Action Plan for Researchers.
- The number of research-funded staff in the University increased by 11% in the period, reflecting the increase in research funding for the University.
- Job Evaluation for Research Staff was launched in August 2012 to allow progression for research staff to senior research positions.
- February 2012 Retirement Deadline: HR provided extensive support towards employee queries and requests for information following the extension of the ‘Grace Period’ (i.e. the period during which the calculation of public service pensions is unaffected by the pay reductions applied under the Financial Emergency Measures in the Public Interest (No. 2) Act 2009) until the 29th of February 2012. 58 employees retired under the Grace Period between 1st October 2011 and 29th February 2012.
- The University of Limerick successfully achieved EU funding under the FESTA project. This project is concerned with implementing changes in the working environment of academic researchers, to encourage female researchers to stay and make a career in the academy and to create organizational environments where their competence is valued and fostered.
- Post Management implemented to improve reporting capabilities and ability to manage University headcount and budgets
- Enhancements made to the HR self-service portal provide additional functionality and information to UL employees
- Flexitime rolled out on a pilot basis to the campus via HR self-service Portal
- The HR Division successfully retained its ISO 9001 accreditation.

UNIVERSITY OF LIMERICK FOUNDATION

The University of Limerick Foundation was established in 1989 to provide international leadership and funding for the advancement of UL. The Foundation has raised in excess of €200 million to assist the development of the University. Some highlights for the Foundation over the past year included:

Paul O’Connell Golf Classic

On 19th September 2012, funds in excess of €50,000 were raised at the inaugural Paul O’Connell Charity Golf Outing, which was held at Adare Manor, Co. Limerick.

The golf event organised by rugby international and UL Foundation board member, Paul O’Connell, directly funded scholarships at the University of Limerick for disadvantaged students.

UL Foundation Director Chuck Feeney Honoured by Irish Universities

On 6th September 2012, the University of Limerick joined with the eight other Universities on the island of Ireland to honour one of UL’s longest standing friends and supporters, the philanthropist Charles F. (Chuck) Feeney.

The Universities came together to confer an honorary Doctorate of Laws (LLD) on Mr Feeney, founder of The Atlantic Philanthropies, in recognition of Chuck Feeney’s remarkable contribution to Irish society, and in particular to Irish universities.

As the catalyst behind the establishment of the University of Limerick Foundation in 1989 and a long-time Foundation Board Member, Chuck Feeney has been directly involved in the rapid growth of the University of Limerick.

Microsemi Engineering Scholarships and Prize Announced

On 7th August 2012, Semiconductor developer Microsemi Ireland announced the provision of €50,000 in funding over a six year period to help support excellence in engineering at the University of Limerick.

The funds will be used to support scholarships for engineering undergraduate students with each scholarship worth €12,000. The company will also sponsor an annual cash prize to an engineering student based on academic merit.

2012 President’s Gala Dinner

On 11th May 2012, key business and community leaders in the mid-west region came out in support of the ninth annual University of Limerick President’s Gala Dinner, which was held in the Strand Hotel in Limerick City. Organised by the UL Foundation, the event was a celebration of UL’s close ties to the city of Limerick with funds raised supporting the expansion of the President’s Volunteer Award programme which is run by the University.

Over 250 guests were treated to the first ever Riverdance performance in Limerick City at the event. Guest of honour was renowned composer and producer, Dr Bill Whelan who is a native of Limerick and a director of the University of Limerick Foundation.

Chancellor Peter Malone Hosted his Final Chancellor’s Concert

On 9th February 2012, businesses, local organisations and friends of the University turned out to support the fourth annual University of Limerick Chancellor’s Concert. This black tie fundraising event was first championed by Chancellor Peter Malone in 2008 with the 2012 event being the final concert of his tenure.

Guests dined in the newly opened Pavilion building on the Clare Campus before being treated to an intimate performance in the new Irish World Academy of Music and Dance building by renowned composer and performer, Phil Coulter.

2011 Alumni Annual Fund Appeal Launched

During October 2011, the Alumni Annual Fund Appeal was sent to UL graduates in an effort to raise important funds for the University. The Appeal was distributed by email and graduates were encouraged to make their donations online in order to minimise costs.

Given the financial difficulties facing many families, the 2011 Annual Fund Appeal placed a special focus on student scholarships and Access initiatives for disadvantaged students in an effort to help families with the costs associated with sending their children to university.



LIFE ON CAMPUS

VISUAL ARTS COLLECTION

With a number of additions made to its collections, the Visual Arts Collection on campus was significantly enhanced during the period under review.

Additions to the National Self-Portrait Collection of Ireland included new works by Dieter Blodau, Stephen Brandes, Thomas Brezing, Michael Canning, Oliver Comerford, Simon English, Phil Kelly, Vera Klute, Les Levine, Andrew Manson, Ruth McHugh, Paul Mosse, Caoimhghin Ó Fraithile, Ann Quinn, Paki Smith, Hilda Van Stockum HRHA, Martyn Turner, Walter K Verling HRHA, Andrew Vickery and Keith Wilson RUA. The Water Colour Society of Ireland expanded their membership during 2012, and the University of Limerick received an additional two new works, which were added to the 177 artists in the current collection.

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

THE CELTIC ZOO – work by Tom Fitzgerald	December 2011 – February 2012
Health and Humanities – additions to the Medical Art Collection	March 2012
HOME – an exhibition of new work by Eoin Mac Lochlainn	April – July 2012
FACE VALUE – expressions of 40 year’s of UL’s Community	August - September 2012
THERE IS AN ISLE – by Eric Duhan	September 2012
ADDITIONS 2012 - additions to the National Self-Portrait Collection of Ireland	October 2012
KHUSHBOO – botanical watercolours by Nayana Sandur	October – November 2012
CERAMICS & GLASS - from the IACI O’Malley Collection	August 2012 – January 2013
A POSITIVE VIEW – by Annemarie Bourke	December 2012

Additionally Visual Arts participated in collaborations with IMMA, the Customs House, Mayo and the Royal Hibernian Academy during 2012.

CAMPUS DEVELOPMENT

CAPITAL PROJECTS

The new Graduate Entry Medical School Building and the Quigley Student Residences were taken into use in September 2012 in time for the commencement of the academic year.

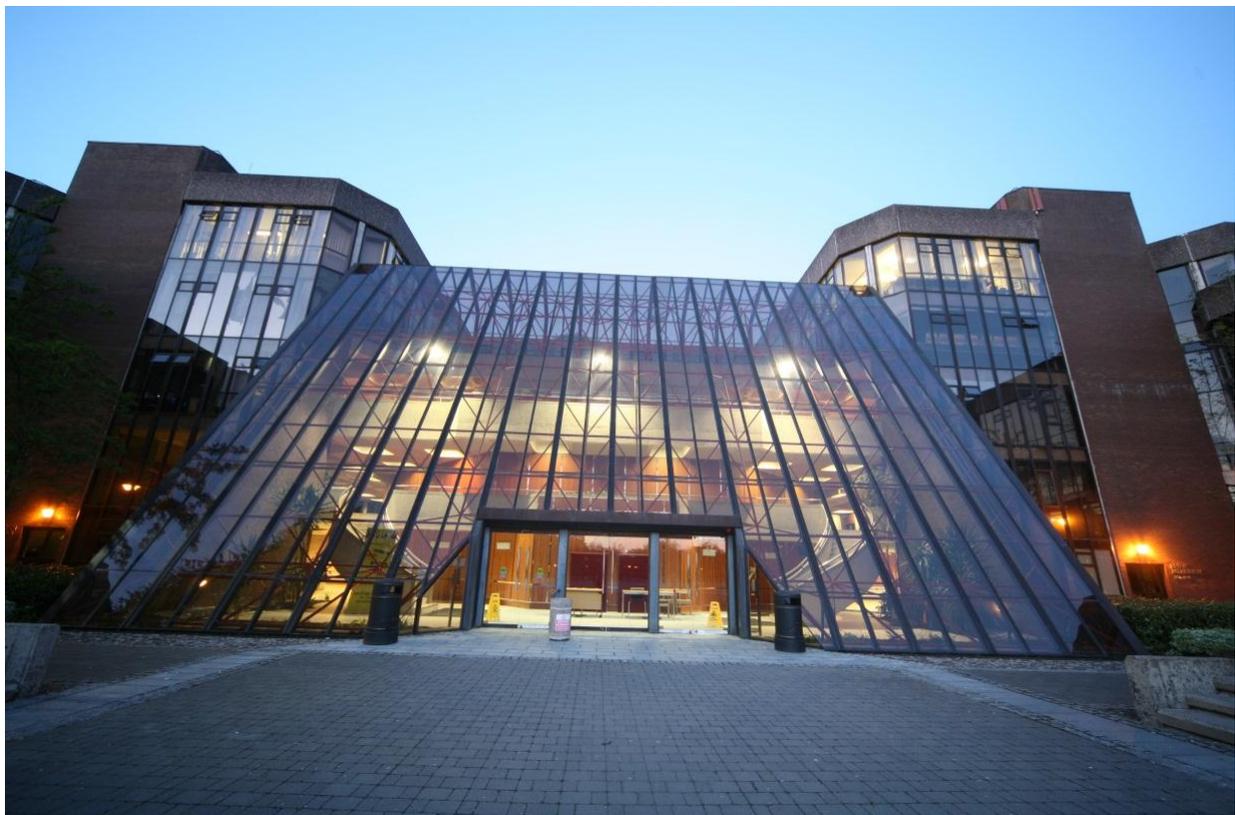
The new Pavilion Building including bar/restaurant, coaching/function rooms and extensive team dressing rooms were fully operational in January 2012. The extensive state-of-the-art all-weather pitches for GAA, soccer and rugby, all part of the development, are in full use and have been very successful in their first year of operation.

The central core of PESS Building was demolished and re-developed, providing a new Sports Hall, lecture theatre, seminar room, computer lab, dressing rooms together with Faculty, Research and Administration offices and canteen. The project was completed in April 2012.

PROJECTS AT PLANNING STAGE

Detailed design has continued during the year for a 2784m² extension to the MSSI Building. Construction is expected to commence in Summer 2013.

Detailed design commenced for a 7,650m² Bernal Research Building to accommodate 10 new Bernal Professors and their associated researchers in a new state-of-the-art research facility. Construction is expected to commence in Autumn 2013.



APPENDIX 1

Attendance at Governing Authority Meetings 2011-2012

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

Professor Sean Arkins – attended 6 of 9 meetings;
Professor Don Barry – attended 9 meetings;
Dr Marie Bourke – attended 4 of 9 meetings;
Mr Michael Chapman – elected March 2012 and attended 5 of 5 meetings;
Mr Damien Clancy¹ – attended 2 of 9 meetings;
Mr Derek Daly – attended 6 of 7 meetings, succeeded by Mr Adam Moursy;
Ms Breda Deedigan – attended 7 of 9 meetings;
Dr Eoin Devereux – attended 8 of 9 meetings;
Mrs Kay Doyle – attended 8 of 9 meetings;
Professor Colum Dunne – elected March 2012 and attended 4 of 5 meetings;
Professor Jane Edwards² - attended 2 meetings;
Ms Tara Feeney – attended 5 of 7 meetings and succeeded by Mr Cathal Ronan;
Mr John Fox – attended 3 of 4 meetings and resigned in February 2012;
Professor Thomas Garavan – attended 7 of 9 meetings;
Ms Anne Gleeson – attended 6 of 9 meetings;
Professor Michael Hayes – attended 8 of 9 meetings;
Cllr Mary Harty – attended 2 of 8 meetings and succeeded by Cllr Jerome Scanlan;
Ms Sarah Jane Hennelly – attended 7 of 7 meetings and succeeded by Mr Cian Spillane;
Dr John Hillery – attended 5 of 9 meetings;
Mr Michael Houlihan – attended 9 meetings;
Mr Tadhg B Kearney – attended 8 of 9 meetings;
Professor Peadar Kirby – attended 4 of 4 meetings and resigned in February 2012;
Dr J J Leahy – attended 7 of 9 meetings;
Cllr Jim Long – attended 0 of 7 meetings and succeeded by Cllr Gerry McLoughlin;
Mr Peter Malone - attended 9 meetings;
Professor Paul McCutcheon – attended 8 of 9 meetings;
Ms Annette McElligott – attended 8 of 9 meetings;
Dr Seán McGrath – attended 7 of 9 meetings;
Cllr Gerry McLoughlin – attended 0 of 2 meetings;
Mr Adam Moursy – attended 2 of 2 meetings;
Mr Joe O’Connell – attended 5 of 9 meetings;
Mr Bobby O’Connor – attended 6 of 9 meetings;
Mr Fachtna O’Driscoll – attended 8 of 9 meetings;
Dr Máirtín Ó Droma – attended 8 of 9 meetings;
Ms Jackie O’Shaughnessy – attended 8 of 9 meetings;
Mr Pat Rockett – attended 7 of 9 meetings;
Mr Cathal Ronan – succeeded Ms Tara Feeney and attended 2 of 2 meetings;
Cllr Jerome Scanlan – succeeded Cllr Mary Harty and attended 1 of 1 meeting;
Mr Cian Spillane – succeeded Ms Sarah Jane Hennelly and attended 2 of 2 meetings;
Ms Liz Stack – attended 2 of 9 meetings.

¹had permission to be absent from meetings as provided for in Section 3(3) of the Third Schedule of the Universities Act, 1997.

²on sabbatical leave

Fees and aggregate expenses paid to members of Governing Authority

Expenses paid to external members of Governing Authority are in accordance with the Guidelines from the Department of Finance. The 2012 national Code of Governance requires that fees and expenses paid to members of Governing Authority are presented in the Annual Report. Fees are not paid to members of Governing Authority. In the period under review expenses paid to members of Governing Authority amounted to €18,615.





UNIVERSITY *of* LIMERICK

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