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Annual Report 1 September 1995 - 31 August, 1996

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ANNUAL REPORT 1995/96

1 September 1995 – 31 August 1996



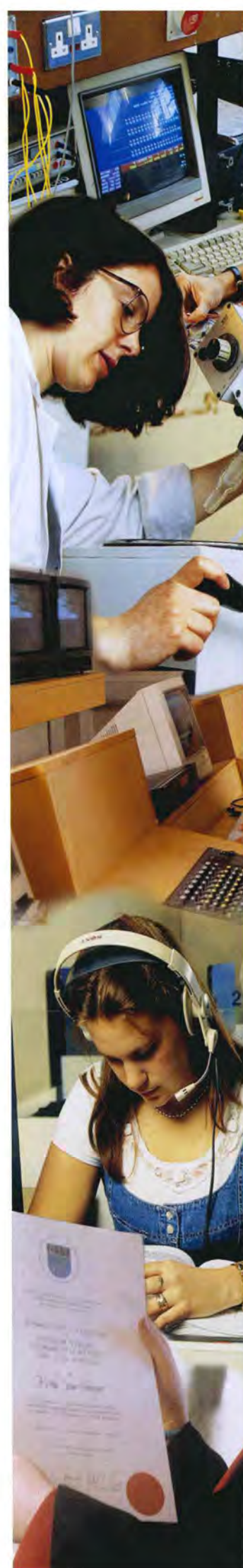
TUAIRISC BHLIANTÚIL 1995/96

1 Meán Fómhar 1995 – 31 Lúnasa 1996



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PREFACE BY THE PRESIDENT

The academic year 1995/96 witnessed considerable progress in the development of the Dublin Institute of Technology with the appointment of the senior management team of six faculty and four central management directors. This marked an important first step in the implementation of the faculty structures decided upon by the Governing Body in 1994.

Student registrations continued to increase, particularly in the taught post-graduate course area, which saw a significant expansion of programmes funded under the Advanced Technical Skills (ATS) scheme.



However the most significant event of 1995/96 for DIT was the review undertaken by an international team on behalf of the Higher Education Authority (HEA). This group carried out an extensive evaluation of the quality assurance procedures of the Institute, the first such institutional review in the State. The Review Group recommended to the HEA that DIT should be granted degree-awarding powers at both undergraduate and postgraduate levels with effect from September 1998. This is a truly historic event for the Dublin Institute of Technology and reflects the important work carried out on quality assurance by the staff and students of the Institute.

Brendan Goldsmith

President, October 1996



RÉAMHRÁ AG AN UACHTARÁN

Rinneadh an-chuid dul chun cinn le linn na bliana acadúla 1995/ 96 i bhforbairt Institiúid Teicneolaíochta Bhaile Átha Cliath, nuair a ceapadh an fhoireann shinsearach bhainistíochta, seisear stiúrthóir dámha agus ceathrar stiúrthóir bhainistíochta lárnaí. B'é seo an chéad chéim thábhachtach ar aghaidh i gcur i bhfeidhm na struchtúr dámha ar shocraigh an Comhlacht Riartha orthu i 1994.

Lean an méadú a bhí ann roimhe sin ar iontrálacha mac léinn, maidir le cúrsaí iarchéime múinte go háirithe, réimse ina raibh leathnú suntasach sna cláracha a mhaoinítear faoi scéim na nArdscileanna Teicniúla (ATS).

An t-imeacht ba suntasaí don Institiúid le linn 1995/96 ámh, b'é sin an t-athbhreithniú ar an Institiúid a rinne dream idirnáisiúnta thar ceann an Údaráis um Ardoideachas (HEA). Rinne an dream seo athbhreithniú domhain ar phróisis na hInstitiúide maidir le cinntiú caighdeán acadúil, an chéad athbhreithniú den saghas seo a rinneadh ar institiúid ar bith sa Stát. Mhol an dream athbhreithnithe don Údarás go dtabharfaí an chumhacht chun céimeanna a bhronnadh don Institiúid, ar an leibhéal fochéime agus ar an leibhéal iarchéime, agus go dtosófaí ar úsáid na cumhachta seo i Meán Fómhair 1998. Is toradh lán-starúil don Institiúid Teicneolaíochta Bhaile Átha Cliath é seo agus is toradh é a thugann clú don bhfoireann, do na mic léinn agus dá saothar tábhachtach cinntiú caighdeán thar na blianta.

Bliain ab ea 1995/96 mar sin ar ghluais gob na hInstitiúide chun cinn lena linn. Chomh maith leis sin leagadh amach an treo agus an plean chun leanacht leis an bhforbairt chéanna sna blianta amach romhainn. Mo mhíle buíochas den bhfoireann go léir as a saothar, as a ndílseacht agus as a ndúthracht i leith ár mac léinn agus i leith na hInstitiúide féin.

Brendan Goldsmith

Uachtarán, Deireadh Fómhair 1996

THE DIT MISSION STATEMENT

"The Dublin Institute of Technology is a comprehensive higher educational institution, fulfilling a national and international role in providing full-time and part-time programmes across the whole spectrum of higher education. It aims to achieve this in an innovative, responsive, caring and flexible learning environment. It is committed to providing access to students of all ages and backgrounds, and to achieving quality and excellence in all aspects of its work. This commitment extends to the provision of teaching, research, product development and consultancy services for industry and society, while continuing to have regard to the technological, commercial, social and cultural needs of the community it serves".

INTRODUCTION

This annual report for 1995/96 provides a general overview of the operations of the year and highlights certain key aspects.

A second part is available, on request, which provides detailed background data for the period under review.

The 1995/96 academic year was the Institute's third full year of operation as an autonomous statutory body and further progress was made towards creating a single institution from the original constituent colleges. By the end of the academic year the process of recruiting six faculty directors had been completed. Mr R J Lawlor was confirmed in his position as Director/Secretary of the Institute. A Director of Academic Affairs, a Director of Finance and a Director of External Affairs were also appointed to complete the central management team.

REVIEW OF THE 1995/1996 ACADEMIC YEAR

Applications for places on DIT courses were at a very high level with 66% of Leaving Certificate students selecting the DIT as one of their choices.

The table (below) shows the evolution in student enrolments over the five year

period from 1991/92 to 1995/96. Full-time student enrolments have, in general, continued to increase and this has added to the problems faced by the Institute, caused by its lack of sufficient physical space.

Whilst full-time student numbers have grown, part-time and apprentice numbers have continued their long-term decline. The fall in apprentices is the result of structural changes to the Irish economy and to changes in the nature of apprentice education outlined in

previous annual reports. In particular the number of wholetime equivalent students in apprenticeships has not altered appreciably in the past two years.

For the first time over 1,000 DIT students qualified, in one year, for a University of Dublin degree. Postgraduate enrolments continued to grow for both taught course qualifications and higher degrees by research.

The Institute continues to be involved with a wide range of industrial partners through its courses, research contracts, student placements, student research projects, and other activities.

Student Enrolments in DIT 1990 - 1995

Year	Full-time	Part-time	Apprentices
1991/92	9,139	9,818	5,509
1992/93	9,299	9,551	5,192
1993/94	9,815	8,787	4,929
1994/95	9,649	8,553	4,201
1995/96	9,933	7,956	3,649

The Institute participated in a significant number of international projects primarily funded by various European initiatives such as ERASMUS, TEMPUS, EU NOW, ALPHA, EU ADAPT, FORCE, Media II, MAID, LEONARDO and KAMP.

Academic Council approved Quality Assurance procedures to govern the validation of its awards. A total of 21 validation reports were approved covering a wide range of the Institute's courses.

The HEA-appointed International Review Team carried out an institutional and systems review and determined that the Institute should have the power to make degrees and other academic awards from 1998/99.

Staffing levels continued to increase and the Institute implemented a number of personnel policies and procedures, details of which will be expanded upon under **Staffing and Related Matters**.

The Institute's graduates continued to be in high demand. Nearly one half of Certificate and Diploma students entered employment whilst the majority of the rest continued their studies on degree programmes. Nearly 80% of degree graduates obtained employment, while approximately 13% went on to pursue further academic study.

A master plan for the physical development of the Institute was prepared by a firm of architects. In the meantime work commenced on a major extension to the Cathal Brugha Street site.

OPERATIONAL PROGRAMME FOR ACADEMIC YEAR 1996/1997

The main developments projected and priority issues expected to face the Institute during the 1996/97 Academic year, as outlined in the Operational Programme submitted in February 1996, are as follows:

- *the phased implementation of the new faculty structures*
- *initiating extensive consultation with the Department of Education regarding a more detailed structure for DIT*
- *filling the vacant full-time academic posts across the Institute*
- *the recruitment of a Buildings Officer at the level approved by the Department of Education and the implementing of the proposed restructuring in the administrative area*



- *the appointment of a Head of Library Services as envisaged in the faculty structures document, coupled with the development of modern library/information systems facilities*
- *addressing the issue of shortages of technician and other technical support staff*
- *expansion of the buildings maintenance function across the Institute*
- *establishment of a staff development programme.*

Provision was made in the budgets submitted at the same time to accommodate these developments, and discussions were initiated and subsequently progressed with the Department of Education towards their realisation.

THE INSTITUTE'S FINANCES

A summary of the Institute's financial performance for the academic year 1995/1996 is tabulated on page 7. The 1994/95 comparatives represent the audited figures. The summary shows little change in the structure of the Institute's finances when compared with the previous year. The Institute's income is derived from funding from the Department of Education IR£46,621k **[70%]** (68% in the previous year) with IR£8,769k, **[13%]** (13%) from tuition fees and IR£11,395k **[17%]** (19%) from other sources.

The major cost items continue to be academic costs IR£41,517k **[63%]** (65%) and premises costs IR£9,063k **[14%]** (12%).

The development of the financial and management reporting systems progressed further in 1995/1996 with the full integration of the financial accounting systems, general ledger, creditors and purchasing modules. This has significantly improved the flow of timely and accurate monthly management and financial information providing more effective management control. This will be further improved with the move to Academic Year budgeting in 1997.

The development process of the Institute's Management Information Systems will continue with the replacement of the current payroll systems with a single software application interfaced to the General Ledger. The new system is scheduled to be operational from April 1997. The Institute is participating in a joint Department of Education/RTC project to select application software which will provide an up-to-date replacement for the student admission and administration system. This core system will be further enhanced by subsequent implementation of course and staff modules.



SUMMARY OF ACCOUNTS

(IN £K) (1995/96 PENDING COMPLETION OF AUDIT)

	1994/1995 1 Sept-31 Aug	1995/1996 1 Sept-31Aug
CURRENT INCOME		
Department of Education	39,801	46,621
Release from capital reserve	5,899	5,464
Tuition fees	8,767	8,769
Research grants/contracts	1,687	2,891
Sub-total	16,353	17,124
Other income	2,677	3,040
Total	<u>58,831</u>	<u>66,785</u>
CURRENT EXPENDITURE		
Academic departments	37,935	41,517
Academic support services	1,541	2,103
Premises	6,754	9,063
Central administration and services	2,857	2,947
General educational services	1,140	755
Student facilities and amenities	835	1,203
Research grants/contracts	1,687	2,891
Depreciation	5,899	5,464
Total	<u>58,780</u>	<u>65,943</u>
Surplus for year	51	842
Surplus (deficit) at start of year	552	603
Surplus at end of year	603	1445

WORK OF ACADEMIC COUNCIL

The setting and achieving of appropriate academic standards or levels of quality are key issues in education. Academic quality in DIT requires that the agreed aims and objectives of educational programmes are consistently achieved.



Academic Council is responsible under the Dublin Institute of Technology Act 1992 for developing, maintaining and enhancing academic standards and quality in all courses and programmes of the Institute. Each Faculty, comprising its staff and students, carries these responsibilities in respect of the courses and research programmes offered within that Faculty.

In order to help to deliver the highest possible quality of educational provision within all Faculties of the Institute, Academic Council has adopted the guidelines and procedures set out in the Quality Assurance handbook for the validation, approval, monitoring, review and general academic quality assurance in respect of all courses in the Institute, both those leading to DIT awards, and those leading to external awards. The handbook encompasses the best practices in quality assurance developed in the Institute since Academic Council was formally founded in 1970.

In 1995/96, a total of twenty-one validation reports were approved covering the following courses:

- European MA in Interactive Multimedia
- Diploma/Degree in Management (Human Resources Management)
- Diploma/Degree in Management Services (New Specialism in Transport Management)
- Diploma in Economics (International)
- Diploma/Degree in Architecture
- Certificate/Diploma in Geo Surveying
- Graduate Diploma in Environmental Development Management and Control
- Graduate Diploma in Regional and Local Development
- Diploma/Degree in Engineering (Building Services, Manufacturing, Mechanical and Structural)
- Certificate in Culinary Arts (Catering for Health)
- Certificate in Business Studies (Meat Management)
- Graduate Diploma in Rural Tourism
- Diploma in Hotel and Catering Management

- Higher Diploma in Hospitality Management
- Higher Diploma in Social Care
- MSc in Information Technology
- Diploma/Degree in Applied Sciences and Technology
- Technician Certificate in Medical Physics and Physiological Measurement
- Graduate Diploma in Business to Business Marketing
- Graduate Diploma in International Marketing/Languages
- Advanced Diploma/Degree in Marketing Techniques.

APPLICATIONS TO FULL-TIME COURSES THROUGH THE CENTRAL APPLICATIONS OFFICE (CAO)

The Institute's First and Second Annual Reports provided a detailed analysis of the applications made to DIT in 1993 and 1994 respectively for its full-time courses, through the CAO system.

In 1995 the Institute again maintained its high profile position amongst applicants for full-time courses through the CAO system. The total number of institutions participating in the system in 1994 was 31 and in 1995 increased to 34. The total number of courses on offer increased from 482 in 1994 to 513 in 1995.

DIT continued to attract the same percentage of applicants and first preferences for both degree and diploma/certificate courses as in previous years.

The total number of applicants to CAO in 1995 was 62,913 and 41,582 (66%) of these individuals included at least one DIT preference on their applications.

There were 51,371 degree applications to CAO and 43% of these included a DIT degree





course among their preferences with 9% opting for DIT as a first preference.

On the diploma/certificate list DIT continued to attract the highest number of applicants nationwide. There was a total of 55,938 applicants and 69% of these included a DIT course amongst their preferences. 39% gave DIT a first preference.

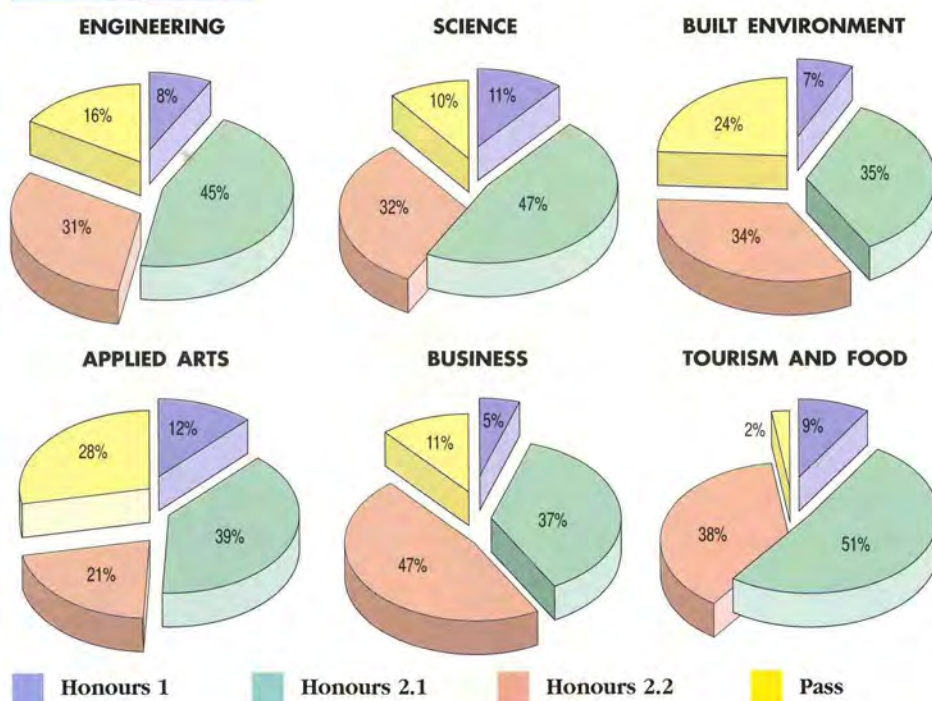
STUDENT PERFORMANCE AND ACHIEVEMENT

Table 1:
Summary of
degree awards
in each Faculty

In the 1995/96 academic year, the number of graduates qualifying for Degree Awards of the University of Dublin under the Partnership Agreement between the University and DIT was 1,068 which was about 11% of the primary Degree recipients in the country as a whole. Table 1 shows the distribution of honours

grades on the Degree courses in the six Faculties in the most recent graduating cohort. Clearly the percentages of first class honours grades vary between the Faculties, but the percentage in each individual Faculty is very close to the average percentage in the corresponding faculties of the Irish universities.

Table 2 shows the distributions of grades on Diploma/Certificate courses in the six Faculties in the 1995/96 graduating cohort. In this case, the percentages achieving



Distinction/Merit grades range between 26% in the Applied Arts Faculty to 56% in the Faculty of the Built Environment. This total graduating cohort was 2,351 Diploma/Certificate recipients.

Associated with most courses in the Institute, are special prizes for meritorious performance in the final examinations or in some element of those examinations. These prizes are annually sponsored by companies closely associated with the discipline area of the course and provide an important link between the Institute and the world of work.

A scheme was initiated by the Institute in 1991 to make awards to students who achieve academic excellence in their examination performance, as determined by criteria approved by Academic Council. In 1995/96, twenty graduates who satisfied the criteria were recommended for the award. The breakdown of awards by Faculty was:

- Faculty of Arts – 3
- Faculty of Engineering – 6
- Faculty of Built Environment – 6
- Faculty of Business – 3
- Faculty of Science – 2

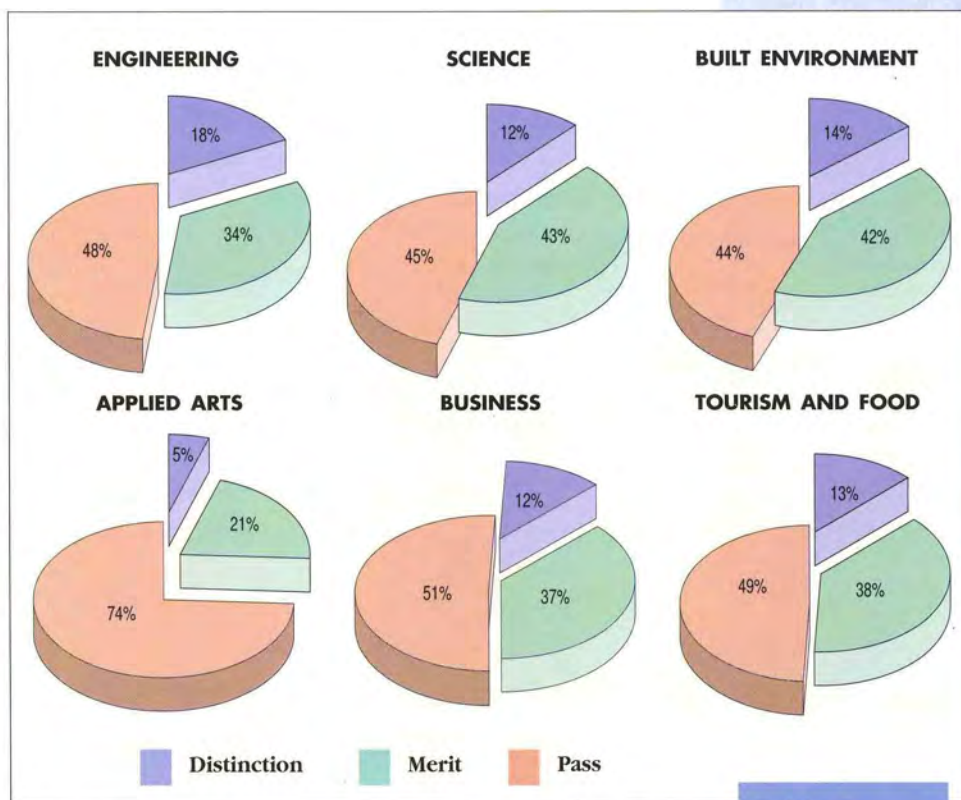


Table 2:
Summary of
diploma/
certificate
awards in
each Faculty



RESEARCH AND DEVELOPMENT ACTIVITIES IN DIT

Post Graduate Programmes

Postgraduate Studies Enrolments in 1995/96

	1993/94	1994/95	1995/96
Taught	50	129	184
Research	85	126	173
Totals	135	255	357

The postgraduate programmes can be split into two major sectors:

- Taught courses postgraduate awards
- Postgraduate degrees by research

Enrolments in postgraduate studies continued to grow in year 1995/1996.

The majority of taught courses were funded by the National Advanced Technical Skills (ATS) programme.

Overview of Research and Development Activities in Postgraduate Area:

Research was a significant activity in a wide number of schools and departments across the Institute in 1995/96. Emphasis was placed on the development of research in broad strategic areas that were based on national priorities as well as undergraduate strengths within the Institute:

- Business, Finance and Marketing
- Construction and Property
- Environment
- Information Technology
- Tourism and Hospitality
- Applied Economics and Social Science
- Logistics
- Engineering, Applied Sciences and Materials
- Biotechnology and Food
- Design
- Media and Media Technologies
- Chemicals and Pharmaceuticals
- Humanities (Music and Drama)

There was a total of 173 postgraduate research students in the Institute in the 1995/1996 academic year, distributed among the faculties as follows:

- Faculty of Applied Arts – 9
- Faculty of Business – 28
- Faculty of Science – 69
- Faculty of Built Environment – 7
- Faculty of Engineering – 30
- Faculty of Tourism and Food – 30



Strategic Research and Development Programme [SRD]

Thirty three new research students commenced research under this programme in 1995/96. This programme is funded by the European Social Fund through the Department of Education and provides postgraduate students with training in research and development in strategic technological areas. The principal aim of this programme is to enhance research and development capability in Ireland and to strengthen further the links between the Institute and industry/commerce in Ireland and Europe.

DIT Scholarship Programme

Twenty new students commenced research under this programme in 1995/96. The programme aims to foster and further develop the research ethos across the Institute.

Research Training Programme

A comprehensive programme was provided for all SRD students. The following is the list of training modules offered in 1995/96:

- | | | |
|----------------------------------|-----------------------------|----------------------|
| ■ Project planning management | ■ Statistics | ■ Biostatistics |
| ■ Preparing theses and reports | ■ Using SPSS for windows | ■ The Internet |
| ■ Quantitative Research Analysis | ■ Presentation skills | ■ Powerpoint |
| ■ Qualitative Research Analysis | ■ Report Writing | ■ Thesis Write-up |
| ■ Market Research Evaluation | ■ Preparing a Business plan | ■ Library Facilities |

Research Student Seminars

Each research student is required annually to present three seminars on the progress of his/her work. These seminars are attended by students, their supervisors, academic staff of the DIT and industrial partners. Each student is required to give a 10 minute presentation, followed by 10 minutes for questioning and discussion. The aim of the seminars is to develop the students' presentation skills, to give them an opportunity to present their results to an expert audience, as well as to monitor their research progress.

Postgraduate Society

The Postgraduate Society was established to cater for the 173 full-time research students registered with the DIT under various postgraduate programmes, including the Strategic Research and Development Programme and Postgraduate Scholarships. The society met on a regular basis and organised a variety of social and educational events. Throughout the academic year, the Society invited guest



lecturers from Universities within Ireland, the UK and Europe to present papers on areas of interest.

A summary of Research Activities on a Faculty Basis is shown in the ***Directory of Scholarly Activity***.

External Development Links – Postgraduate

(a) National

One of the requirements of the SRD programme is that each project has an industrial partner / link. The involvement of the industrial partner varies from assistance in facilitation of primary research, the resources (financial or otherwise) provided, placement of the student, supervision and access to facilities.

The Institute is involved with a wide range of industrial partners, including small local companies, national organisations (such as the National Dairy Council) and large multinationals (for example Siemens Nixdorf).



University links:

Inter-University research has been encouraged and has resulted in collaboration in many projects with other Universities. A list of the Universities involved in 1995/96 projects is outlined below:

- Dublin City University
- St. Patrick's College Maynooth
- Trinity College Dublin
- University College Cork
- University College Dublin
- University of Limerick
- University of Strathclyde
- University of Ulster Jordanstown

(b) International

International research collaboration is a fundamental goal of the Institute and several students have undertaken part of their research in foreign partner institutions. Research students also attend conferences abroad, mainly in Europe.

DIT RESEARCH CENTRES

Substantial provision was made within the DIT budget to support the activity of Research Centres, which are regarded as central to the role of DIT research policy.

Contracts were signed and managers were appointed to the following Forbairt-funded centres:

- National Maintenance Centre, DIT Bolton Street
- Timber Technology Centre, DIT Bolton Street

A rented premises was secured adjacent to DIT Bolton Street to house these two centres and two other centres:

- DIT Consultancy and Research Unit for the Built Environment
- DIT Building Information Centre

The four centres were integrated into one unit with continual secretarial support, to give cohesion and critical mass to these Research and Consultancy activities.

A first manager was also appointed to the Tourism Research Centre and this centre was accommodated in shared facilities with the Food Product Development Centre adjacent to the DIT Cathal Brugha Street site, again helping to build critical mass in research activity. In 1995/96 a major EU funded project commenced with Coleg Menai in Wales, Irish Ferries and the Tourism Research Centre. The concept for the project was developed by the DIT Tourism Research Centre, which manages this £200,000 project.

The Radiation Science Centre established an administrative base in the old Moravian Church, immediately opposite the DIT Kevin Street site, to allow for an expanding number of post-graduate students. This centre continued to be the most active DIT centre in the international research area.

The Distance Learning Unit based in DIT Aungier Street expanded its activities in this rapidly growing field and was recognised as a separate autonomous centre.



EUROPEAN AND INTERNATIONAL AFFAIRS

In line with its mission, the Institute participated in 1995/96 in a wide range of EU Education and Training and Research initiatives.

In the area of Education and Training the principal beneficiaries were students and staff who received funding from the ERASMUS Programme to spend time in other institutions in the EU. In addition to this, funding was received under TEMPUS – the EU Education and Training Programme which provides funding for

a range of activities between EU Member States and educational institutions in Eastern Europe.

A project entitled "Improvement of scientific, academic and technological potential in Latin America especially for renewable energies and environmental technologies" was funded by the EU ALFA Programme which provides funding for collaborative projects between EU Member States and the countries of Latin America.

In the area of Research and Training, financial support was received for the following:

Under European Social Fund – Community Initiatives

- Childcare Training Initiative – EU NOW (New Opportunities for Women) programme.
- Community Development through the Medium of Art – EU NOW programme.
- Innovation and re-engineering in Furniture SME's – EU ADAPT Programme.
- Centre for the Promotion of Environmentally Friendly Products and Processes – EU RETEX Programme.

Telematics Programme (EU 4th Framework for Research and Development)

- SYNAPSES – A three year project in conjunction with TCD and St. James's Hospital as well as other European partners
- Research Project in Telematics in education, involving universities in 8 EU countries

Other Projects

- The FORCE Programme – An International Study of SME Barriers to Innovation.
- World Health Organisation Project on Environmental Health Services, Professional Education and Training which focuses in particular on the countries of Central and Eastern Europe.
- EU Concerted action on Evaluation of Fish Freshness which is a collaborative project between scientists in Member States.
- Media, CITE (Committee for Information Technology in Education) and EU funded research, education and industry consortium.
- EU Leonardo Pilot Project "Maintenance Co-operative Agreements with Certification".



REVIEW OF QUALITY ASSURANCE PROCEDURES

in the Institute by the Higher Education Authority (HEA) International Review Team

The Dublin Institute of Technology Act (1992 and 1994) provided that the Minister for Education may grant to DIT the power to make degree awards. After representations by the President in this regard the Minister for Education requested the Higher Education Authority (HEA) to carry out an institutional and systems review of the Institute related to the quality assurance procedures in place and the effectiveness of their operation, in order to assist her to reach a determination on the issue.



Composition of the Review Team

The HEA appointed the following Review Team in 1995, to carry out this task:

Chairperson: Dr. R. H. McGuigan, Provost and Pro-Vice Chancellor,
University of Ulster

Members: Dr. Marianne Bauer, University of Gothenburg, Sweden
Prof. John Coolahan, Education Department, St. Patrick's
College, Maynooth

Dr. Tom Hardiman, Chairperson, IBM (Ireland) Ltd.

Prof. Cecily Kelleher, Health Promotion Department,
University College, Galway

Ms. Eileen Sweeney, Senior Financial Analyst, Aer Lingus

Mr. Christian Thune, Centre for Quality Assurance and
Evaluation of Higher Education, Copenhagen, Denmark

Secretary: Ms Mary Kerr, Deputy Secretary, HEA.

The Review Team decided that the review would be in two stages, the first a process of internal "self-evaluation" and the second the review of the self-evaluation documentation by the Review Team, including a three-day visit to the Institute.

Review process

The critical self-evaluation report of the quality assessment and control procedures, was to be "concise, but comprehensive in its coverage", giving information "both

descriptive and evaluative", and highlighting weaknesses as well as strengths. Furthermore the self-evaluation was always to "be placed in the context of the Institute's mission or purpose (What is the Institute trying to do, how does it do it and does it work?)".

A sub-group including the President, Dr. Brendan Goldsmith, the Deputy President, Mr. Michael O'Donnell, the Academic Registrar, Mr. Tom Duff, Mr. Joe Hegarty and Dr. Matt Hussey was formed in November 1995 to co-ordinate the preparation of the self-evaluation report. The process of self-evaluation involved an extensive range of meetings throughout the Institute which included Schools

and Departments, course committees, Academic Boards and Academic Council and its Sub-Committees between December 1995 and March 1996. The self-evaluation report, "Self-Study Evaluation", Volumes 1, 2 and 3, contained sections dealing with the following matters: outline of the Institute, management and organisational structure, academic profile, quality assurance policies, structures and procedures (course planning, design, teaching, learning, assessment, staff and student issues), financial position, data on staff and students, facilities, external relationships, overall institutional self-evaluation and institutional capacity for change.

The self-evaluation report was submitted to the HEA on 1 March 1996.

The Review Team visited the Institute for three days during the week of 25 March 1996, visiting every centre, attending course reviews, meeting students, graduates and staff in a range of settings and also meeting Academic Council. The guidelines in their deliberations were to evaluate the Institute's quality assurance procedures, seeking to ensure that they were:

- consistent with the Institute's aims and objectives,
- robust, rigorous and effective,
- self-renewing and subject to continuous review,
- facilitating quality improvement/supported by students and staff,
- inclusive of external involvement,
- The overall objective was to ensure that outcomes of the quality assurance process led to the establishment of standards which are recognised nationally and internationally and are acceptable to students, employers and professional bodies.

Report of the Review Team

The comprehensive report of the Review Team recognised the strengths of the Institute and the progress that has been made since its formal establishment in 1993. It also identified a range of issues needing special attention by the Institute,

including limited academic freedom, high contact hours for students, limited involvement of students in the evaluation of their educational experience, limited support staff, premises and accommodation including office accommodation for staff, library, social and recreational facilities for students and laboratory and workshop space to support its ambitious research development plans. In its report the Review Team made a series of recommendations to the HEA and to the Institute itself.

Recommendations of the Review Team to the Higher Education Authority

The Review Team recommended "that degree awarding powers be extended to the Institute in respect of undergraduate and postgraduate courses with effect from the 1998/1999 academic year". This delay was recommended to ensure good communications to students and the general public over the intervening period, to ensure that "the transition from degrees awarded by the University of Dublin and those awarded by the DIT itself" would be implemented smoothly. The report also indicated that the period to 1998 would allow the Institute the opportunity to plan and implement the transition and further consolidate the work of its Directorate and Academic Council and its Sub-Committees in relation to developing its policies, enhancing its processes and procedures for quality improvement, and accelerating its research expertise through staff development initiatives.

The second major recommendation of the Review Team concurred with Government's policy as set out in the White Paper, "Charting our Education Future" (1995), that the funding and oversight of the DIT be transferred from the Department of Education to the HEA at the earliest possible date.

The third recommendation of the Review Team to the HEA was that key features of the proposed university legislation were relevant and might be extended to DIT, and that its own legislation might be amended in this light with a view to removing some of the difficulties in managing a major modern higher education enterprise which are imposed by its current legislation.

The final recommendation to the HEA was that the quality assurance and quality improvement processes in the Institute be subjected to periodic review and evaluation, along the lines of the arrangements that are to be put in place across the higher education sector in the future.

Response of the Institute to the report

The Institute warmly commended the members of the Review Panel and the HEA Chairman and Secretariat for the manner in which the Review was initiated and undertaken.

Furthermore the Institute positively welcomed the report, including the recommendations to the HEA and to the



Institute, and pledged to take the advice and immediately develop policies and actions to enhance the development of the Institute along the lines suggested.



The Institute found the whole Self-Study process of great value, including the preparatory meetings of Institute committees and units that contributed to the drafting of the Self-Study Evaluation document. The staff and students of the Institute found the interaction with the members of the Review Team particularly challenging and fruitful. Overall it is estimated that over half of the Institute's 1500 academic and other staff were involved in the process at some stage together with a substantial number of students. This Self-Study process gave rise to considerable internal discussion and debate, all of which has contributed to enhancing the internal cohesion and development of the Institute and the quality of its work.

STAFFING AND RELATED MATTERS

In April 1996, the number of academic staff was 725 full-time with 138 eligible part-time (EPT) or contract academic staff. These staffing levels showed an increase of 35 full-time academic staff and a decrease of 21 EPT staff from the 1994/95 levels. The administrative, library, technical support and maintenance staff were 124, 28, 78 and 230 respectively, giving a total staffing in excess of 1,320. In addition to these staff, the Institute employed over 1,000 academic staff on a part-time basis.

Since its establishment in 1993, the Institute has been very aware of the importance of providing a continuous programme of staff development, particularly as it is an organisation whose primary resource is its staff members, who have to be up to date if they are to function effectively. This realisation is reflected in the increasing portion of the DIT budget allocated to staff development over the past few years. The Institute had a budget provision of £677,000 for staff development in 1995/96.

The Institute recognises that to enable it to achieve its objectives, it requires highly motivated and skilled staff, who are committed to high standards of service, and who, reciprocally, have progressive working conditions, opportunities for personal development and equitable rewards.

The emphasis then is to ensure that the Institute attracts, retains and motivates staff of the highest calibre.

Personnel policies and procedures, as devised by the Institute, are a set of proposals and actions (or continuing guidelines) that act as reference points for the Institute's Directors/Managers/Heads of Schools and Departments in their dealings with staff. Detailed information, expert guidance and analysis, and specialist advice on a wide range of personnel issues is provided as assistance to those Directors/Managers/Heads of Schools and Departments.

The following gives an indication of the Institute's current personnel policies:

- **Quality Assurance Policies** – The Personnel strategy is to support and facilitate the achievement of the Institute's mission and strategic plan, by reflecting the best practice across the full range of personnel activities. This includes the promotion of professional development of individual staff in order to maintain and enhance quality and standards within the Institute. It also includes the development of structures that will facilitate the achievement of these goals.
- **Social Responsibility Policies** – These are reflected in the Institute's policies on Equality, Preventing and Dealing with Sexual Harassment, Employee Assistance & Welfare and on Health and Safety.
- **Recruitment and Selection Policies** – Procedures relating to advertising and the formation, composition and conduct of Selection Boards in respect of all staff at all grades in the Institute, are laid down by the Minister for Education under Section 12 (i) (b) of the DIT Act 1992 and 1994. However, the academic qualifications for each post are determined by the President.
- **Pay and Pension Policies**
 - Salaries, wages and conditions have evolved over many years and have relativities with other sectors of the education or public service.
 - Centralised bargaining, pay and conditions for all the Institute's permanent staff are pre-determined in national agreements involving the Department of Education and the relevant Unions.
 - Under the Local Government Superannuation Act 1980, membership of the scheme is compulsory for permanent whole-time staff. The scheme is designed to give staff certain benefits such as pension and lump sum on retirement, spouses' and children's pension, death gratuity, etc. Details are provided to all permanent staff on commencement.
- **Job Sharing and Working Time Policies** – A Pilot Job Sharing Scheme is proposed for 1996/97 for certain administrative staff. Flexible working time exists at present for Administrative Staff.
- **Employee Relations Policies** – The Institute currently negotiates with the:
 - Teachers Union of Ireland regarding academic staff
 - IMPACT Union regarding administrative and library staff
 - MSF Union regarding technical support staff
 - 'Group of Unions' as the body representing craft and porter/maintenance staff members.





Staff Training and Development Policies – The Institute is committed to the continuing development and training of staff. It now offers a wide variety of opportunities and support to all its staff to assist them in their self-development and to enhance and update their qualifications and expertise, through a series of development courses, providing facilities to attend seminars and conferences, providing formal training programmes and organising in-house workshops and seminars.

Leave of Absence Policies – The Institute has a series of policies regarding sick leave, annual leave, career breaks, examination, study and special leave.

Overall, the Institute's Personnel and Development policies are designed to support each other in order to provide a coherent and comprehensive human resource package, with the ultimate objective of achieving both efficiency and justice.

GOVERNING BODY ACTIVITIES

Membership of Governing Body

- Ms. Mary Farrell and Mr. Frank O'Leary joined Governing Body in September, 1995.
- Cllr. Mary Freehill was elected as Deputy Chairman of Governing Body in October, 1995.
- Professor Ray Kinsella resigned as Chairman of Governing Body in November, 1995 and the Minister for Education appointed Mr. Eugene McCague as Chairman in the same month.
- Mr. Colman Byrne and Ms. Alison Flanagan completed their term of office as student representatives in June 1996 and were succeeded by Mr. Colin Joyce and Ms. Patricia Moran.

Degree Awarding Powers

Governing Body welcomed the report of the international Review Team on the quality assurance procedures in the Institute as being of great significance to the future of the Institute and congratulated the President, the Directors and Staff of the Institute and the Working Party which had prepared the documentation for the review, on achieving so much progress in so short a time.

June, 1996.

Structures

Upon receipt of approval from the Department of Education for the appointment of ten Directors to the Institute, the following appointments were made:

Under Section 10(5) of the DIT Acts 1992 and 1994:

- Mr. R.J. Lawlor was confirmed in his position as Director/Secretary of the Institute. *September, 1995.*
- Mr. F.M. Brennan was appointed Director of the Faculty of Engineering. *October, 1995.*
- Mr. James S. Hickey was appointed Director of Applied Arts and Culture. *January, 1996.*

Subsequent to a public competition the following appointments were made:

- Mr. Ray Wills was appointed Director of Finance and commenced duty in April, 1996.
- Dr. Declan Glynn was appointed Director of External Affairs and commenced duty in July, 1996.
- Dr. David Gillingham was appointed Director of Academic Affairs and commenced duty in August, 1996.

Other Governing Body Activities

- Mr. Frank Heneghan retired as Director of Cultural Affairs in July, 1996.
- The Institute was saddened by the untimely death of Mr. J. S. Hickey in February, 1996 and Governing Body decided that his contribution as Principal/Director of the College of Commerce in Rathmines and Faculty of Applied Arts and Culture, DIT Aungier Street, should be marked by a permanent memorial on the Aungier St. campus. *February, 1996.*
- Dr. Bernadette Greevy was appointed to the position of Artist in Residence. *October, 1995.*
- Governing Body established a Planning Committee consisting of Mr. John Donnelly (Chairman), Mr. Peter Burke, Mr. Peter Coyle, Ms. Mary Cryan, Ms. Mary Farrell in January, 1996. The Committee was given the following terms of reference:

(i) To consider the workings of the Governing Body including the format of its meetings, etc.

(ii) To identify the key issues which should be addressed by the Governing Body.

(iii) To consider the contribution which the Governing Body can make to the external relationships of DIT particularly in relation to contacts with industry, fund-raising, scholarships, etc.

- Governing Body agreed to the establishment of an Internal Audit Committee and a post of Internal Auditor and have sought the appointment of a Human Resources Manager. *July, 1996.*



Technology Centres

Forbairt announced that it was to fund three new Technology Centres in DIT as part of its Campus Based Technology Centres Programme, viz., (i) National Maintenance Centre, (ii) Silicon Graphics Centre and (iii) Timber Technology Centre.

Following this success the Institute decided to fund three additional centres, i.e. (i) Built Environment, (ii) Radiation Science, (iii) Tourism. *September, 1995.*

Employment Initiatives



The Department of Enterprise and Employment announced that three DIT projects had been accepted to proceed to the Project Development Phase and that each project had been awarded funding of £7,500 as follows:

- (i) ADAPT – Innovation and re-engineering in Furniture SMEs.
- (ii) NOW – Community Development through the medium of Art.
- (iii) NOW – A Common Certificate in Childcare Training.

September, 1995.

Policy on Sexual Harassment

Governing Body approved a policy document entitled Policy and Procedures on Preventing and Dealing with Sexual Harassment. *November, 1995.*

Premises

- Governing Body noted and approved the recommendation of the Physical Development Committee that the Scott Tallon Walker report regarding a Physical Development Plan for DIT should be accepted and agreed that the President should enter into discussions with the Department of Education regarding the proposal to acquire a suitable site in the northern part of the city. *September, 1995.*
- Governing Body approved the purchase of No. 74 and No. 75 Capel Street to facilitate the further development of the Bolton Street campus. *March, 1996.*

Other Items of Interest

Governing Body:

- Agreed that the President and Governing Body Member, Ms Maureen Dunne, should submit a proposal to the Department of Education regarding the Direct Job Creation Initiative in the 3rd Level Sector. *September, 1995.*
- Noted that the Department of Education had nominated seven members of DIT staff to act as experts for the 1995 International Youth Skills Olympics and that DIT students had won two gold medals and two silver

medals in that competition. Overall the Irish team was placed 13th out of the 26 nations which had competed. *October, 1995.*

- Noted that a series of Management Training Workshops had been arranged for senior staff in the Institute. *November, 1995.*

- Noted the submission which the President and Ms. Dunne had made to the National Anti-Poverty Strategy (NAPS) on behalf of the Institute.

November, 1995.

- Noted with pleasure that Dr. Eibhlís Farrell, DIT Adelaide Road, had been elected a member of AOSDANA. *March, 1996.*

- Considered the Report and Financial Statements of National Avionics Ltd., (a wholly owned campus company of DIT) for the period ended 31/8/95 which showed that the company had broke even, during the period, after the Forbairt grant was taken into account. *April, 1996.*

- Decided to mark the European Year of Lifelong Learning with a programme which included a series of lectures on relevant topics, a post-doctoral research project, a one-day celebratory event to be linked with the final phase of the Music Education National Debate and an exhibition of creative work by DIT students. *May, 1996.*

- Noted that the Auditors Office, European Union, Brussels, had examined and approved the contract procedures and accounts relating to Phase 1 of the development of DIT Aungier Street. *July, 1996.*

DIT AND THE LOCAL COMMUNITY

There are currently a number of voluntary programmes ongoing within DIT in regard to local disadvantaged communities. These encompass supervised study programmes with local primary and secondary schools, individual tutoring of pupils and support for local educational communities.

A new programme is being developed linking DIT in an educational partnership with Liberties School, Bull Alley. The underlying philosophy of the project is the development of an awareness of the value and benefits of education for pupils and parents alike.

In regard to mature students from disadvantaged communities, there are a number of community and personal development programmes available in colleges of the Institute.



Other initiatives involve the organising and running of events for the elderly, fund-raising for local groups and support for local employment initiatives.

All these projects are run voluntarily by DIT students, staff and the Chaplaincy service. It is envisaged that a co-ordinator will be appointed to support and consolidate these programmes for the coming academic year.

FRANCHISING ARRANGEMENTS

The School of Hotel, Tourism and Catering Management, DIT Cathal Brugha Street, has developed a partnership arrangement to offer the Graduate Diploma in Rural Tourism on a franchised basis at the Rural College, Draperstown, Co Derry.

COUNSELLING SERVICE IN DIT AS A CARING INSTITUTION

The DIT counselling service provides a comprehensive range of services to all students within the Institute. The range of activities includes the following:

■ One to one counselling and group work

This involves working with students on a one-one basis to strengthen their coping capabilities and help them overcome any difficulties which may impede their academic as well as personal development. The type of issues presented to the service are multifaceted and includes personal/social issues, academic and adjustment issues and practical concerns. There has been a steady increase in the number of students availing of the counselling service in the past five years, which reflects a growing awareness of the role that the service can play in assisting students to reach their full potential. Another aspect of the counselling work involves the facilitation of a number of student self-help groups such as study skills groups which enable students to help each other.

■ Preventive programmes/interventions

The service is not, however, restricted to a curative or remedial role, and an important core element of the work is to provide programmes/interventions which provide training in a wide range of skills areas. By equipping students with the skills necessary for survival at third level, many potential student crises can be averted.



Examples of programmes include:

- Orientation to higher education
- Learning and study skills including training in collaborative learning, team building and general study skills. A special "preparation for examination" workshop is provided for all repeat students during the Summer.
- Stress management
- Assertiveness training and problem solving skills
- Drug awareness
- Wellness programmes
- Coping with relationships.



The service has also targeted its efforts at providing the kind of help that meets the needs of vulnerable sub-groups of the student population including students with disabilities, mature students, etc. The service has played an important awareness raising role in regard to student disabilities and sexual harassment issues and has been actively involved in the development of both a DIT policy on access and participation, and the policy on sexual harassment. The Counselling unit has developed a wide range of self help materials including learning strategies, stress management, drug awareness, sexuality, assertiveness, etc.

■ Other programmes

In addition to student programmes, the service has provided programmes to staff, including identifying and managing students in distress, interviewing skills, identifying and managing students with learning disabilities. The service has also offered stress management workshops to staff and training in the setting up of collaborative learning groups and student advising systems. In addition, the counselling staff provided training to the nurses and student union welfare officers in listening and helping skills and provided an extensive two day training workshop to the sexual harassment advisors. The service has developed a wide range of training manuals for staff on dealing with students in distress, tutor advising, learning disabilities and stress management.

■ Research work

The counselling unit has carried out a number of research projects including the evaluation through a questionnaire of the response by students to orientation and other programmes. It has also carried out a longitudinal study of patterns of appraisal, coping and support among students and an evaluation of student study and learning habits.

■ Liaisons with staff/consultative role

The service has worked extensively with staff on wide range of projects, e.g., orientation, wellness programmes, and also provides a supportive/consultative role to academic and administrative staff on student welfare matters.

STUDENT SERVICES IN DIT

Financial Report

The services covered by this report are funded from the Student Services charge of £150.00 payable by whole-time students, of which £100.00 is allocated to Student Services. The balance (£50.00 per student) is retained by the Institute to cover admissions and examination costs. Part-time students pay a Student Services Fee of £10.00.



Summary of Expenditure for 1995/96:

Welfare and Support Services	£199k
Clubs and Societies	£226k
Students' Union	£287k
Development Fund	£260k
TOTAL:	£972k

Welfare and Support Services:

■ Student Assistance Fund

The Student Assistance Fund provides support for wholtime students who are experiencing financial hardship. In 1995/96, £85,373 was distributed among 193 applicants, at an average award of £442.

■ Child Care Support Scheme

This scheme provides an average subsidy of about £30 per week towards the cost of child care to 17 student parents. As the applicants are usually entitled to state supports, the scheme is means-tested.

■ Student Health Service

During 1995/96, Health Centres have been set up in **Aungier Street** and in **Bolton Street**, each staffed by two Practice Nurses and fully equipped as GP surgeries. Doctors attend at each Centre for about 8 hours per week.

■ Additional Medical Services

Other schemes provide assistance with the cost of:

- specialist consultation, including Psychological or Psychiatric assessment.
- routine Dental and Ophthalmic treatment is also available.

The total amount awarded to 60 students under these schemes in 1995/96 was £10,000.

■ Student Personal Accident Insurance Scheme

All whole-time students are covered by this scheme which provides benefit in the event of death or disablement, and also medical expenses, arising from accident.

Accommodation Service

The Student Services Office produces a list of available accommodation, both self-catering and homestay, containing about 500 addresses, which represent some 1,300 bed-places, three-quarters of which are in home-stay accommodation.

DIT Students' Union

The Students' Union is funded by the Student Services Fund, and provides a wide range of administrative, information, support and representational services to students.

Development Fund

A portion of the Student Services charge is set aside for the creation of a Development Fund to be assigned to the provision of centralised social/recreational amenities for DIT students.

Clubs and Societies

■ Sports, Cultural and Social activities – campus based

A total of £153k was allocated to the College Sports and Cultural and Social Councils in 1995/96.

■ Sports, Cultural and Social activities – centralised DIT

A total of £60k was assigned to the DIT Sports Committee and the DIT Cultural and Social Committee and was administered by those committees in fostering, encouraging and co-ordinating activities involving all of the DIT centres.



DIT CAREERS AND APPOINTMENTS SERVICE IN DIT

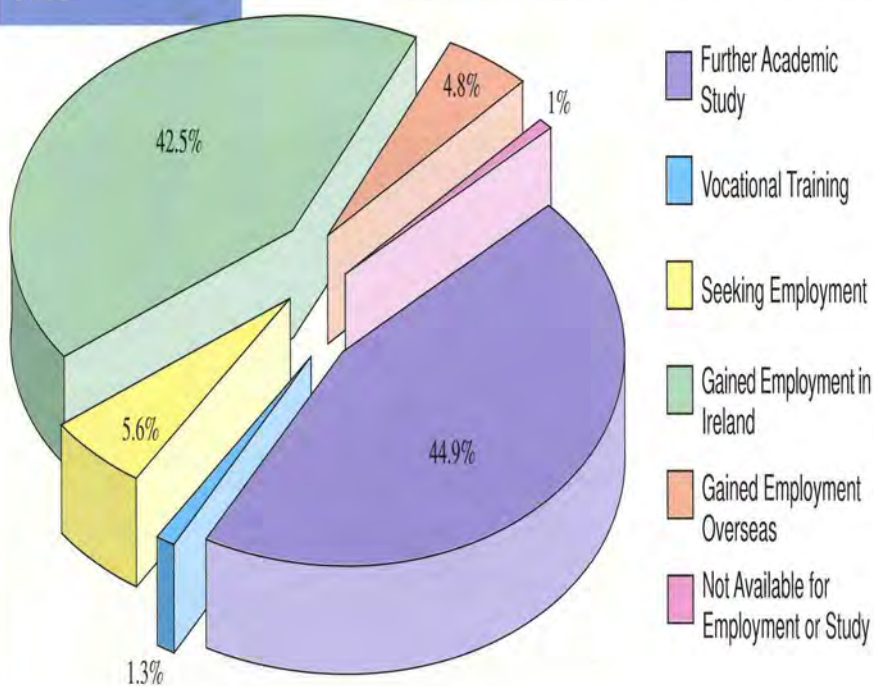
The Careers and Appointments Service helps students to bridge the gap between full-time third level education and the world of work. Its purpose is to provide a professional service which is relevant to career development and graduate recruitment practices in the 21st century.

Its activities include:

- One-to-one guidance for those who need help with career or further study decisions
- Seminars on job application and interview skills
- Facilitation of Irish and overseas employers to meet and recruit final year students
- Publishing a weekly job vacancy newsletter for recent graduates
- Collaborating with teaching staff to design and deliver programmes in transferable skills
- Provision of information to students on careers, employers, job opportunities and further study.

Table 3:
First Destination
of DIT Certificants
and Diplomates -
1995

The DIT Careers and Appointments Service is a full member of the Association of Graduate Careers Advisory Services (UK) and the only non-university member of the Association of Graduate Careers Services in Ireland. This leads to collaboration with other Careers Services in activities such as the annual publication of the Directory of Opportunities for Graduates in Ireland and inter-college seminars for students. Our membership of these organisations also provides our students with free copies of employer reference books, guidelines for job application, careers information leaflets and information on grants and scholarships for further study.



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The Careers and Appointments Service participates in the Higher Education Authority's annual Survey of First Destinations of Graduates.

Table 4:
First Destination of DIT Degree Recipients - 1995

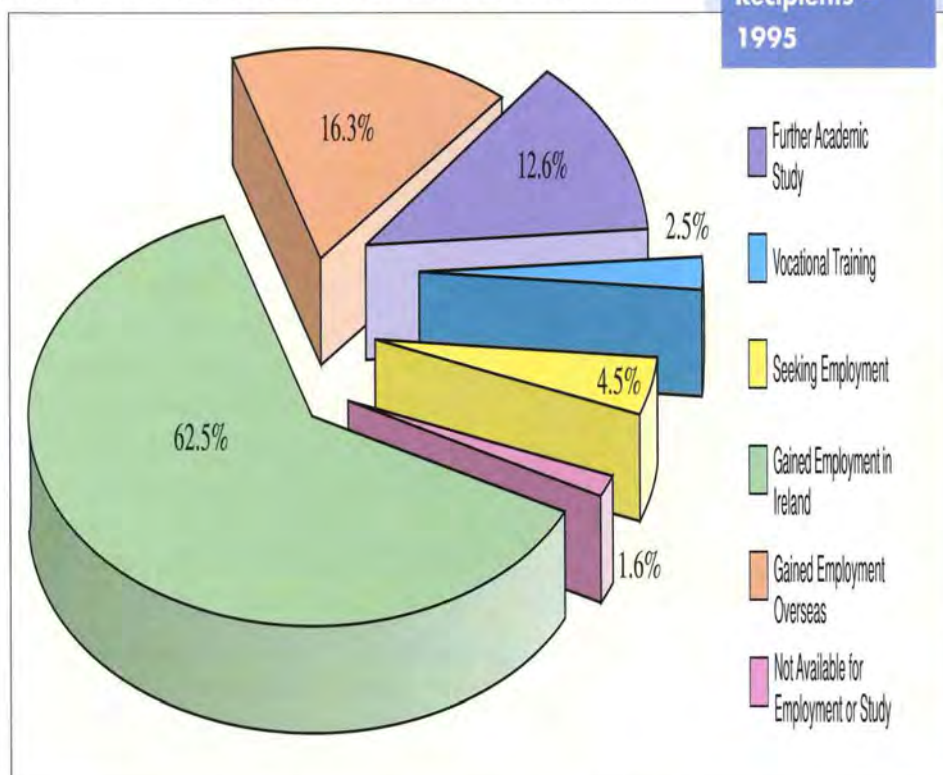
First Destination of Degree Award Recipients

Of DIT respondents 62.5% were employed in Ireland, with 61.4% in full time employment. The combined figure for the universities for the same period shows 36.8% employed in Ireland, 35.5% employed full time.

The number of DIT respondents gaining employment overseas was 16.3%, with 15.9% in full time employment. The proportion of university respondents in employment overseas was 12.3%, with 11.8% employed full time.

4.5% of DIT respondents were seeking employment, while the combined figure for the universities was 3.6%.

The proportion of DIT degree recipients going on to further academic study and professional or vocational training was 15.1%. The figure for the universities shows a combined total of 39.1% in these categories. The vocational nature of DIT courses means that DIT graduates are better prepared for the labour market after their primary degree. It should be noted that in the university sector because there are many courses which, by the nature of the course itself or the exigencies of the current market place, graduates would benefit from more specialized postgraduate study.



First Destination of Sub-Degree Award Recipients



A total of 42.5% of respondents were in employment in Ireland, with 41.0% employed full time. The proportion employed overseas was 4.8%, with 4.4% in full time employment.

The total seeking employment was 5.6%.

Further academic study and professional or vocational training accounted for 46.2%. This indicates that many students who enter certificate and diploma courses take the opportunity offered to them to progress to higher qualifications.

PHYSICAL DEVELOPMENT OF THE INSTITUTE

Following receipt of funding from the ERDF allocation for Third Level capital projects under the Operational Programme for Human Resources to support developments relating to "Hotel Training/Tourism and Marketing and Design," sitework commenced on the major extension to DIT Cathal Brugha Street campus. The project, which will provide much needed additional Laboratories and Lecture Rooms together with enhanced student facilities, is due for completion in 1997.

Planning commenced on the second phase of the DIT Aungier Street campus project which is intended to bring together the Institute's activities in Business Studies and Marketing on the one site. Initial sketch plans were prepared and are being further developed in consultation between the staff and the design team.

Forbairt were engaged to carry out a safety audit of all DIT premises. During the year under review, the DIT premises at Kevin Street, Adelaide Road and Chatham Row were examined and necessary upgrades commenced following receipt of these reports. The safety audit of DIT premises is continuing.

The firm of Scott Tallon Walker, Architects, submitted a planning report to the Institute in February 1996 which identified the shortfall in accommodation facing the Institute. The report indicated that the accommodation available to the Institute consisted of twenty-three buildings dispersed over the North and South Inner City. A significant portion of the existing accommodation (circa 15%) is rented. The report found that the existing facilities are inadequate for the current requirements of the Institute being deficient in space provision, student facilities and indoor sports facilities. The Institute is completely lacking in outdoor sports facilities.

The following statistics emerged from the report:

	1995	2000	2005	2010
F.T.E. students	11500	12511	14029	16500
Area required m ²	179682	197650	224603	257844
Area available m ²	99630	123130	71775	71775
Deficit m ²	80052	*74520	152828	186069

**Effect of Cathal Brugha Street extension due January 1997.*

As opportunities for expansion at the six major DIT sites were extremely limited it became clear that future additional development should be undertaken at another centre. Such a centre should:

- (i) Redress the inadequacies of existing facilities and provide adequate space for future development,

- (ii) provide space for outdoor sports facilities,
 - (iii) provide for the possibility of the development of student residences,
 - (iv) have a geographically close relationship to major existing DIT centres,
 - (v) be integrated into the fabric of the City,
 - (vi) allow withdrawal from rented accommodation.
- The Architects identified a large site in the north city area which could satisfy these criteria and recommended that the Institute should seek to acquire it.

Governing Body adopted the report and requested the President to undertake urgent negotiations with the Department of Education and the site owners regarding its acquisition.



The Department of Education sanctioned the purchase of two buildings in Capel Street, on the perimeter of the Bolton Street campus, to allow for the further development of that campus.

The accommodation on the Leinster Road campus was adapted to allow for enhanced accommodation for the School of Voice and Drama Studies and additional facilities for the Faculty of Applied Arts.

DIARY OF SPECIAL EVENTS

1995

- Retirement function for Michael O'Donnell, Deputy President *20 Sept.*
- Two gold & two silver medals won in the 33rd International Youth Skills Olympics in France – all medalists from DIT *October*
- MEND, Music Education National Debate, Phase II, an International Symposium proving to be the most significant gathering to discuss issues of music education in the history of the State.
Gala Concert attended by President Mary Robinson *11/12 Nov.*

1996

- Radiation Science Centre opens *12 Jan.*
- Royal Irish Academy of Music and DIT College of Music joint gala concert, National Concert Hall *31 Jan.*
- Untimely death of James S. Hickey, former Director of DIT Aungier Street and Director of the Faculty of Applied Arts *8 Feb.*

- Dr. Eibhlís Farrell, Deputy Director, DIT Adelaide Road elected a member of Aosdána (affiliation of honoured artists engaged in literature, music and the visual arts) March
- Cultural Programme for 200 visiting students from 21 countries – Irish dancing, art exhibition, film lecture, receptions and piano recital 28 Feb.
- Second annual integrated Sports Day, ALSAA complex 20 March
- National Apprentice Competition, week-long event 25 March
- Open Air Music Marathon, 9 am - 9 pm, forecourt of the Bank of Ireland College Green, fundraising event for Concert Band's USA trip in Sept. '96 4 May
- International Quality Assurance Review Group visits Institute for week (re degree awarding powers) 29 April
- DIT's first Artist in Residence, Bernadette Greevy, appointed 23 May
- The Cutting Edge, School of Art & Design end of year exhibition, mounted in external venue for the first time, Riverside Centre 6 June
- Creation of DIT Postgraduate Society 25 June
- Official opening of DIT Aungier St. by Minister for Education 26 June
- TSB Bank / DIT Young Techno-Science Scholar of the Year Awards 4 July
- Third Shaw Summer School, DIT Kevin St. 7 - 11 July



Dr Bernadette Greevy (left) was appointed Artist in Residence to DIT in May 1996. Dr Greevy is internationally recognised as one of the finest mezzo-sopranos singing today. Born in Dublin, she has appeared in concert with many of the great orchestras and has given recitals in most of the major world capitals. Future engagements include Wagner/Richard Strauss concerts in the Teatro Colon, Buenos Aires and Canada, a recital tour of the Kingdom of Saudi Arabia, baroque opera in Ottawa, concerts in Barcelona and Valencia, and the role of Fricka in Wagner's Das Rheingold.

Bernadette Greevy holds honorary Doctorates of Music from the National University of Ireland and Trinity College, Dublin. In addition, the rare honour 'Pro Ecclesia et Pontifice' was conferred on her by the Holy See. In 1996 she was appointed first Artist in Residence at the Dublin Institute of Technology and has recently completed her 1997 I.M.M.A. Master Classes.

APPENDIX 1

Membership of Governing Body 1995/96

Chairperson:

Professor Ray Kinsella

[Resigned November 1995]

Mr Eugene McCague

[Appointed November 1995]

Membership:

Dr Brendan Goldsmith, President

Mr Peter Burke (nominated by CDVEC)

Cllr Mary Freehill (nominated by CDVEC)

Mr Michael O'Halloran (nominated by CDVEC)

Mr Thomas Simpson (nominated by CDVEC)

Ms Maureen Dunne (nominated by CDVEC)

Ms Mary Farrell (nominated by CDVEC)

Mr Seamus Greene (Non Academic Staff Member)

Ms Brigid Mooney (Academic Staff Member)

Mr Tom Fennell (Academic Staff Member)

Ms Maire Jackman (Irish Congress of Trade Unions)

Dr Patrick O'Meara (University of Dublin)

Mr Frank O'Leary (Irish Farmer's Association)

Ms Mary Cryan (Irish Business and Employers' Confederation)

Mr Peter Coyle (Forbairt)

Mr Pierce Pigott (Institution of Engineers of Ireland)

Mr John Donnelly (Dublin Chamber of Commerce)

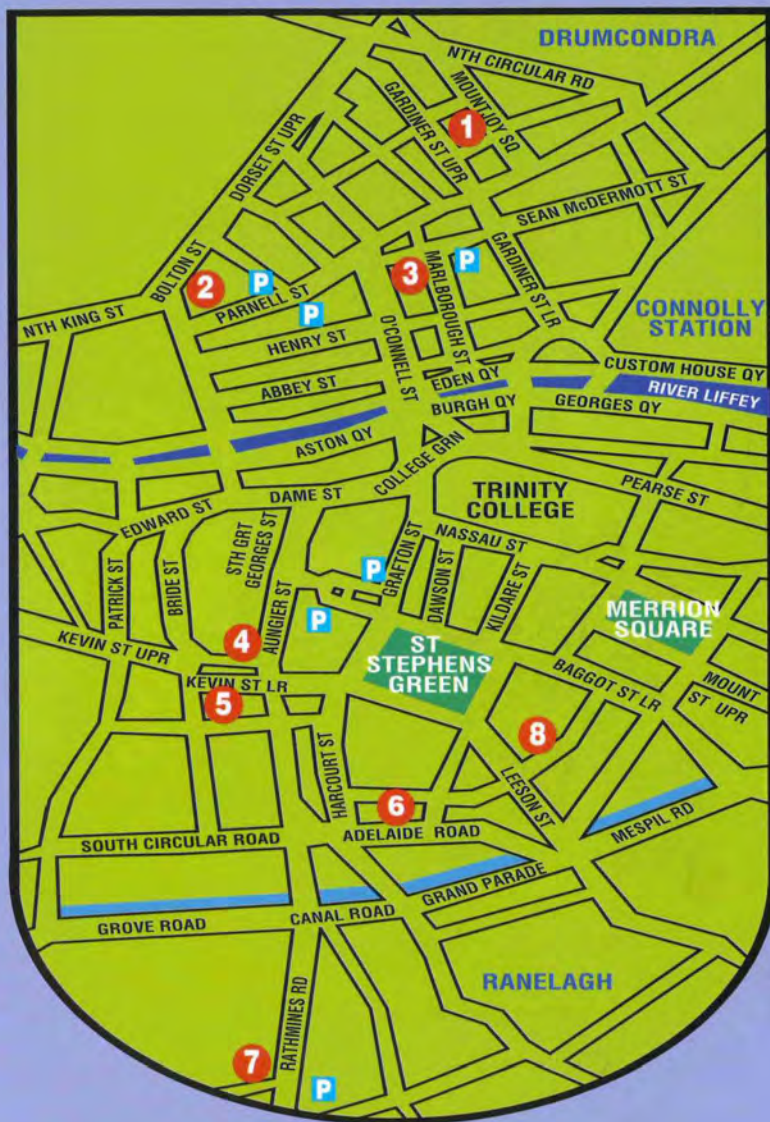
Mr Colman Byrne (Student Member)

Ms Alison Flanagan (Student Member)

Third Governing Body of the Dublin Institute of Technology (1995/96) since its establishment by the DIT Act 1992



Back row: (left to right): Mr. Tom Fennell, Mr. Thomas Simpson, Mr. Seamus Greene, Mr. John Donnelly, Mr. Robert Lawlor (Secretary), Ms. Mary Farrell, Mr. Peter Burke, Ms. Adrienne Smith (recording Secretary). Front row (left to right): Ms. Jackie Kelly (replacement for Ms. Maire Jackman), Dr. Brendan Goldsmith (President), Mr. Eugene McCague (Chairman), Ms. Maureen Dunne, Mr. Pierce Pigott, Ms. Mary Cryan, Mr. Michael O'Halloran. Not included in photograph: Mr. Colman Byrne, Mr. Peter Coyle, Ms. Alison Flanagan, Cllr. Mary Freehill, Ms. Brigid Mooney, Mr. Frank O'Leary, Dr. Patrick O'Meara.



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2 DIT Bolton St. Dublin 1

Tel: 01-402 3000 Fax: 01-402 3999

3 DIT Cathal Brugha St. Dublin 1

Tel: 01-402 3000 Fax: 01-402 4499

4 DIT Aungier St. Dublin 2

Tel: 01-402 3000 Fax: 01-402 3003

5 DIT Kevin St. Dublin 8

Tel: 01-402 3000 Fax: 01-402 4999

6 DIT Adelaide Rd. Dublin 2

Tel: 01-402 3000 Fax: 01-478 4738

7 DIT Rathmines House, Dublin 6

Tel: 01-402 3000 Fax: 01-402 3499



8 Dublin Institute of Technology

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