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Annual Report 1 September 1997 - 31 August, 1998

Dublin Institute of Technology

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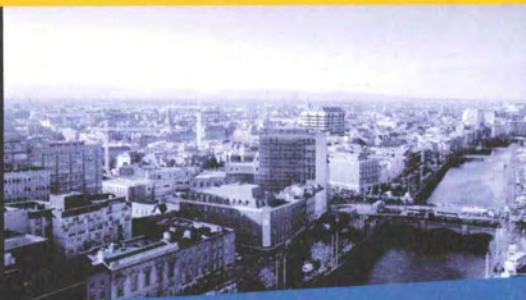
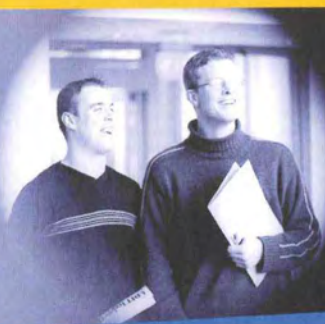


Annual Report

1 September 1997–31 August 1998

Tuairisc Bhliantúil

1 Meán Fómhar 1997–31 Lúnasa 1998



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The academic year 1997/98 was one of both development and consolidation of DIT's position in higher education. Following the granting of degree awarding powers with effect from September 1998, the Institute undertook a number of initiatives to ensure a smooth transition from its arrangements with the University of Dublin to its own awarding of degrees. I would like to take this opportunity of formally recording the thanks of the Institute to the University for its help in the development of DIT over the past quarter of a century and to look forward to a continued albeit new type of relationship into the future.

The year saw a significant new development in the launch of the DIT Alumni Association and the enrolment of an Taoiseach, Bertie Ahern TD as its first member.

The year also saw the appointment of an international group chaired by Dr Dermot Nally to consider DIT's request for designation under Section 9 of the Universities Act (1997).

An exciting feature of the year was the first DIT-wide arts exhibition, Spectrum, a showcase of the creative work of students, graduates and staff from all faculties of the Institute. The exhibition was a good example of the philosophy within DIT that culture and the arts should not be held to be the preserve of the classical humanities faculties within our universities but rather they should be cultivated as an integral part of our more technological faculties.

The overall picture of DIT in 1997/98 was of an institution continuing on a path of rapid change with increased demand for its courses and strong development of its profile of scholarly activity.

Dr. Brendan Goldsmith
President

Sa bhliain acadúil 1997/98 forbraíodh agus daingníodh ionad na hInstitiúide san ardoideachas. Tar éis an chumhacht chun céimeanna a bhronnadh a fháil ó Mheán Fómhair 1998, chuir an Institiúid tús le tionscnaimh áirithe chun cinnte a dhéanamh de go mbeadh athrú réidh ann idir na socruithe le hOllscoil Átha Cliath agus bronnadh a céimeanna féin. Ba mhaith liom an deis seo a thapú chun buíochas na hInstitiúide leis an Ollscoil a chur i gcuntas foirmiúil as a cabhair maidir le forbairt na hInstitiúide le ceathrú céad bliain anuas, agus chun a rá go bhfuil mé ag súil leis an gceangal a leanadh leis an Ollscoil, cé gur ceangal de shaghas nua a bheidh ann amach anseo.

I rith na bliana ba tábhachtach an fhorbairt nuair a seoladh Cumann na gCéimithe de chuid na hInstitiúide agus nuair a cláraíodh an Taoiseach, Bertie Ahern TD, mar chéad bhall an Chumainn.

Ba i rith na bliana seo freisin a ainmníodh an grúpa idirnáisiúnta, le Dr Dermot Nally mar chathaoirleach, chun iarratas na hInstitiúide le haghaidh a cheapadh faoi Chuid 9 d'Acht na nOllscoileanna (1997).

Gné chorraitheach den bhliain ab ea an chéad taispeántas ealaíne de chuid na hInstitiúide ina hiomláine, Spectrum, a bhí mar léiriú ar shaothar cruthaitheach na mac léinn, na gcéimithe agus na foirme as gach dámh den Institiúid. Léirigh an taispeántas go maith an fhealsúnacht a ghlactar taobh istigh den Institiúid nach ceart an tsaoithiúlacht agus na healaíona a chungú taobh istigh de dhámha na héigse sna hollscoileanna ach gur cheart iad a shaothrú mar dhlúthchuid de na dámha teicneolaíochta freisin.

Ba i íomhá ghinearálta na hInstitiúide sa bhliain 1997/1998 ná institiúid atá ag leanúint ar bhóthar an athruithe thapa, agus an t-éileamh ar a cúrsaí ag fás agus próifíl a gníomhaíochta acadúla ag forbairt go láidir an t-am ar fad.

An Dr. Brendan Goldsmith
Uachtarán

This annual report for 1997/98 provides a general overview of the operations for the year and highlights certain key aspects of the Institute's achievements.

The 1997/98 academic year was the Institute's fifth full year of operation as an autonomous statutory body.

Review of the 1997/98 Academic Year

Applications for places on DIT courses were at a very high level with 61.9% of Leaving Certificate students selecting the DIT as one of their choices.

Student Enrolments in DIT

Year	Full-time	Part-time	Apprentices
1994/95	9,649	8,553	4,201
1995/96	9,933	7,956	3,649
1996/97	10,227	7,248	3,163
1997/98	10,012	8,308	3,017

The table shows the evolution in student enrolments over a five-year period from 1994/95 to 1997/98. Full-time student enrolments increased over the period and this has added to the problems faced by the Institute, caused by its lack of sufficient physical space.

The fall in the number of apprentices is a result of changes to the Irish economy and to changes in the nature of apprentice education outlined in previous annual reports. DIT remains ready to increase the enrolment of apprentices when such an increase is required.

Almost 1,000 DIT students qualified, in the 1997/98 academic year, for a University of Dublin degree. This arrangement will cease when DIT commences to award its own degrees. Powers to award degrees (from September 1998) were conferred on DIT following an international quality audit in 1996. 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 such activities.

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 a total of twenty-seven course validations, covering a wide range of the Institute's courses for awards ranging from Certificates to Degrees.

The Institute's graduates continued to be in high demand. Almost 45% of Certificate and Diploma students entered immediate employment, whilst the majority of the rest continued their studies on degree programmes. Nearly 80% of degree graduates obtained immediate employment, while approximately 12% went on to pursue further academic study.

The priority issues identified in the Institute's Operational Programme submitted in February 1998 are as follows:

- Sanction from the Department of Education and Science for the Governing Body's proposal on faculty structures
- Improving the Institute's resource of technical support staff
- Development of a BSc in Technology under the Training of Trainers programme, as a significant aspect of Staff Development
- Production of a Master Plan for the Institute's physical development
- Development of a new Management Information System for the Institute
- Development of a policy on Access for Students with disabilities
- Introduction of new academic programmes within the Skills Shortage Initiative.

Provision was made in the Budget submitted with the Operational Programme for these developments and each was subsequently progressed with the Department of Education and Science.

A summary of the Institute's financial performance for the academic year 1997/1998 is tabulated below. The 1996/97 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 IRE47,230m [63%] (64% in the previous year) with IRE9,700m, [13%] (12%) from tuition fees and IRE17,446m [23%] (21%) from other sources.

The major cost items continue to be academic costs IRE43,799m (57%) and premises costs IRE8,522m (11%). Central Administration and Services costs £7,645m have increased due to the filling of sanctioned posts and an increased emphasis on Research and Development-related activities.

The deficit of £2.5m for 1997/98 arises from the Department of Education and Science annual funding process which is calendar year based. The annual grant

allocations (calendar years 1997 and 1998) are allocated by the Department of Education and Science to the financial year 1997/98 on the basis of expected levels of expenditure. The reduction in reported income from Department of Education and Science is a result of this allocation process.

This allocation process can lead to a reported surplus or deficit, which is attributable to timing differences between actual and expected expenditures. When actual expenditure in the financial year is above the grant allocation (which is based on expected expenditure) this will give rise to a deficit at the financial year end. This deficit will be eliminated in the following financial year, in the period 1 September – 31 December, as the Institute's expenditure matches its grant allocation for the calendar year.

Financial Management Initiatives

The replacement of the Institute's existing payroll systems with Y2K single software

application continued throughout 1997/98, and is now substantially complete.

The Institute began the process of strategic planning for the impact of the year 2000 on other core systems and the introduction of the EURO arising from Economic and Monetary Union. Both projects continued into 1998/99, when Y2K compliance testing on all key financial systems will be satisfactorily completed. The EURO project is ongoing under the management of a Steering Group comprising a cross-section of senior staff from Central Management, Faculty Administration and Central IT.

The Institute continues to participate in the Department of Education and Science project to develop Management Information Systems. The project team has selected an up-to-date replacement for the Student Admission and Administration System. Significant resources are being devoted to preparation for implementation of the system which is scheduled for 2001.

Summary of Accounts (in £000's)

Current Income	1996/97	1997/98
	1 Sept–31 Aug	1 Sep –31 Aug
Department of Education and Science	48,711	47,230
Release from capital account	5,197	5,941
Tuition Fees	9,191	9,700
Research Consultancy & Development	4,042	4,747
Interest Income	388	394
Other Income	5,469	6,364
Total	72,998	74,376
Current Expenditure	1996/97	1997/98
	1 Sept–31 Aug	1 Sep –31 Aug
Academic Departments	42,809	43,799
Academic Support Services	2,188	2,755
Premises	8,709	8,522
Central Administration & Services	3,543	7,645
General Educational Services	1,124	1,269
Student Facilities & Amenities	1,329	2,213
Research Consultancy & Development	4,042	4,747
Depreciation	5,197	5,941
Total	68,941	76,891
Surplus/(Deficit) for year	4,057	(2,515)
Surplus at start of year	1,445	5,502
Surplus at end of year	5,502	2,987

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 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.

In 1997/98, a total of twenty seven course validations were approved as follows:

1997/98 Meetings

(including new courses, list of approval validating authority and awards)

Approval 8/10/97	Postgraduate Diploma/Masters Degree in Hospitality Management	DIT
Approval 8/10/97	New option in Computer Engineering on BSc in Electrical Engineering	DIT & TRINITY
Approval 8/10/97	Basic Television Direction (in association with RTE)	DIT
Approval 12/11/97	Certificate in Women's Community Development Studies through the Medium of Art	DIT & NOW
Approval 14/01/98	Postgraduate Diploma in Management Practice (Consumer Foods)	DIT
Approval 14/01/98	Certificate in Housing Studies (tenant participation in estate management)	DIT & RESPONDI
Approval 14/01/98	BA in Social Care	DIT
Approval 11/02/98	BSc in Business Information Systems	DIT
Approval 11/02/98	BSc in Retail Management	DIT
Approval 22/04/98	BSc in Tourism Marketing	DIT
Approval 22/04/98	BA in Fine Art	DIT
Approval 13/05/98	BSc in Biochemistry & Molecular Biology BSc in Biochemistry & Biotechnology	DIT
Approval 13/05/98	Postgraduate Diploma/MSc in Broadcasting (in association with RTE)	DIT
Approval 30/06/98	BSc in Optometry	DIT
Approval 30/06/98	BA (Hons) in Design	DIT
Approval 30/06/98	Modular (Hons) Degree in Electrical Engineering (p/t)	DIT
Approval 30/06/98	MA in Interactive Media	DIT
Approval 30/06/98	BA (Hons) in Culinary Arts	DIT
Approval 30/06/98	BA (Ordinary) in Early Childhood Care and Education	DIT
Approval 30/06/98	Postgraduate Diploma in Database Marketing & Information Technology Applications	DIT
Approval 30/06/98	MSc in Pharmaceutical Quality Assurance	DIT
Approval 30/06/98	BA (Hons) in International Business & Languages	DIT
Approval 30/06/98	Postgraduate Diploma/MSc in Advertising	DIT
Approval 30/06/98	Postgraduate Diploma/MA in Music Technology	DIT
Approval 30/06/98	MA in Media Studies	DIT
Approval 30/06/98	Postgraduate Diploma in Internet Systems Development	DIT

Applications to Full-Time Courses through Central Applications Office (CAO)

The Institute continued to remain a highly popular choice among applicants for full time courses through the CAO system in 1997.

The number of institutions participating in the system was 35 (34 in 1996) and the total number of courses on offer increased from 538 in 1996 to 598 in 1997. The Dublin Institute of Technology offered 15 courses at degree level and 58 diploma/certificate courses.

Despite the 11% increase in the number of courses on offer through CAO, the Institute continued to attract a similar 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 1997 was 63,677 and 39,475 (62%) of these individuals included at least one DIT course preference on their applications.

There were 51,035 applicants for degree courses and 43% of these included at least one DIT degree course among their preferences with 9% opting for DIT as a first preference.

On the diploma/certificate side, the Institute continued to attract the highest number of applicants and first preferences nation-wide. There were 56,796 individual applicants for diploma/certificate courses and 63% of these included at least one DIT course among their preferences with 34% including a DIT course as a first preference.



Student Performance and Achievement

Almost 1,000 DIT students will graduate with Degrees under the Partnership Agreement with the University of Dublin in 1998, having completed their courses in the 1997/98 academic year.

The proportion of graduates with first class honours varies between faculties, as is normally the case (Table 1). A total of 1,717 students graduated with Certificates or Diplomas from the Institute in 1998. Similarly, the distribution of grades also varies across faculties for Certificate/Diploma courses (Table 2).

Over 280 students graduated with taught-course postgraduate awards in 1998 and a further 15 students were awarded Masters/PhD degrees by research in the same period.

Table 1
Summary of Degree Awards in each Faculty in 1997/98

Hons 1
Hons 2.1
Hons 2.2
Pass

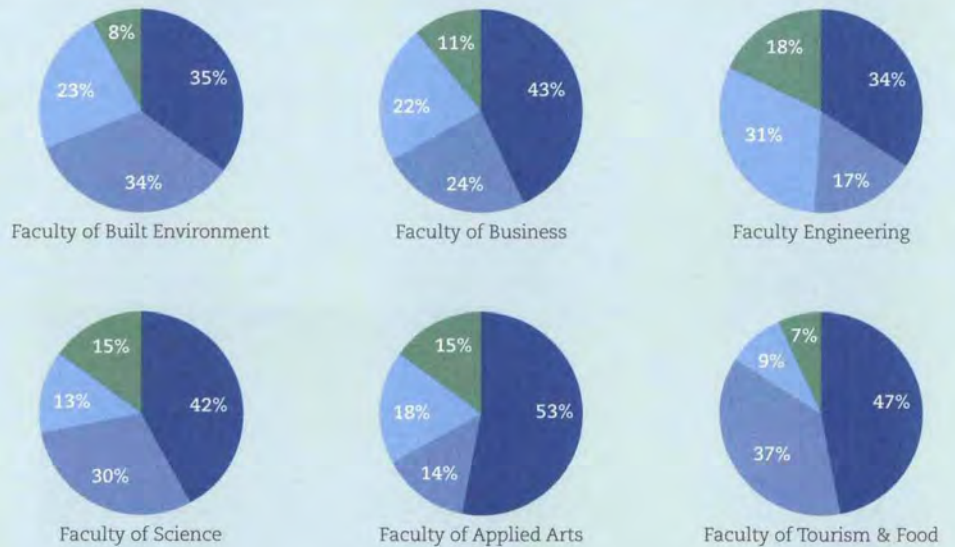
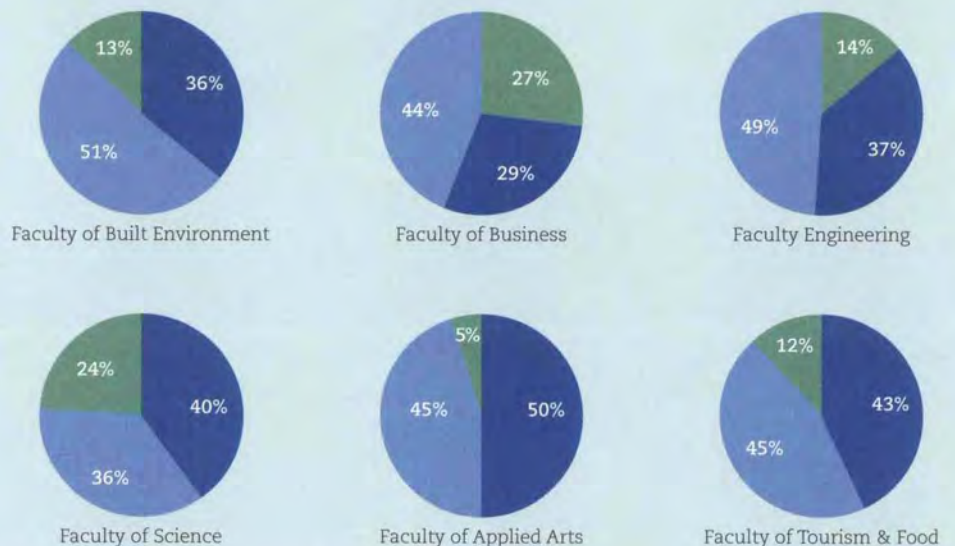


Table 2
Summary of Certificate and Diploma Awards in each Faculty in 1997/98

Distinction
Merit
Pass



Postgraduate Programmes

The postgraduate programmes can be split into two major sectors:

- Taught courses postgraduate degrees
- Postgraduate degrees by research

Enrolments in postgraduate studies continued to grow in year 1997/98.

Enrolments in postgraduate studies

	1994/95	1995/96	1996/97	1997/98
Taught	129	184	201	386
Research	126	173	177	199
Totals	255	357	378	585

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 continued to be a significant activity in a wide number of schools and departments across the Institute in 1997/98. Postgraduate research was concentrated on broad strategic research areas based on Irish industry priorities as well as undergraduate strengths within the Institute e.g.

Business & Finance
 Logistics
 Art and Design
 Engineering
 Physics
 Social Science
 Tourism and Hospitality
 Marketing
 Environmental Health
 Biotechnology & Food
 Information Technology
 Media & Media Technologies
 Chemicals & Pharmaceuticals
 The Built Environment
 Humanities (Music & Drama)
 Mathematics

There were 199 postgraduate research students registered in the Institute at the end of the academic year 1997/98, distributed among the Faculties as follows:

Faculty of Applied Arts	20
Faculty of the Built Environment	12
Faculty of Business	26
Faculty of Engineering	26
Faculty of Science	84
Faculty of Tourism & Food	31

SRD (Strategic Research and Development) Programme

Thirty new research students commenced research under this programme in 1997/98. This programme is funded by the European Social Fund through the Department of Education and the Department of Enterprise and Employment and provides postgraduate students with training in research and development in strategic technological areas. The aims of this programme are to enhance research and development capability in Ireland, to strengthen further the links between the Institute and industry/commerce in Ireland and Europe, and to provide high quality postgraduate research training in strategic areas to young graduates.

DIT Scholarship Programme

Seventeen new students commenced research under this programme in 1997/98. The programme aims to foster and further develop the research across the Institute while increasing the number of postgraduate students in the Institute.

Transfers from MPhil to PhD Register

Twelve students were approved for transfer from the MPhil to the PhD register in the academic year 1997/98.

Theses Passed

Eleven Masters by Research (MPhil) theses, 1 Postgraduate Diploma by Research (PgDip (Res)) and 4 PhD theses were passed in the academic year 1997/98.

Research Training Programme

A comprehensive programme was offered for all research students (SRD, Scholarship and other programmes). The following training modules were offered over the course of the academic year in 1997/98.

Project Planning Management
Using SPSS for Windows
Qualitative Research Analysis
PowerPoint
Report Writing
Market Research Evaluation
Library Facilities
Statistics
Biostatistics
Qualitative Research Analysis
Motivation
Thesis write-up
Preparing a Business Plan
The Internet
Safety in the Lab
Stress Management
Assertiveness
Self-Empowerment
Conflict Resolution
Time Management

These modules were also offered to research supervisors in the Institute.

Postgraduate Society

The Postgraduate Research Society in 1997/98 continued to support the 19 research Students registered with DIT. The society met on a regular basis, holding a variety of social and educational events. The principal aim of the society is that of facilitating research students to mingle and interact with students from other research areas.



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 students, supervision and access to facilities.

The Institute is involved with a wide range of industrial partners, including small local companies, national organisations (e.g. Coillte Teoranta, Bord Bia and the Electricity Supply Board), and large multinationals (e.g. Gateway 2000 Ltd and IBM Ireland Ltd.).

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 1997/98 projects is outlined below:

Dublin City University
University College Dublin
University of Limerick
Karolinska Institute-Huddinge University,
Sweden
St. Patrick's College Maynooth
Trinity College Dublin
University College Cork
University of Strathclyde
University of Ulster Jordanstown
Uppsala University, Sweden

International

International research collaboration is a fundamental goal of the Institute and several students have undertaken part of their research in foreign partner institutions. There has been good attendance by research students at conferences in Ireland, UK, Europe and America, with each student attending at least one such conference each year.

Seed Funding

In 1998 the Institute awarded a total of £150,270 in grants to 64 staff for research projects under the Seed Funding Programme.





DIT Research Centres

During the year the DIT Centres for Research and Consultancy continued to offer services to and build links with the enterprise sector. Two new centres were established in DIT Kevin Street following feasibility studies. The first, the National Satellite Services Centre was established with funding from Enterprise Ireland, around the expertise of lecturers within the Telecommunications Department. The second centre established was for Industrial and Engineering Optics, which exploits the expertise of the Physics Department in holography and interferometric measurement techniques applied to engineering problems. This centre is funded from DIT's own resources. An amalgamation took place of the Digital Media Centre with the Visual Computing Centre, both under the direction of Mr Charlie Pritchard. In May 1998, an industry dinner was held in Dublin Castle, at which the Minister for Education & Science, Mr Michéal Martin, T.D., was our guest of honour, for the members of the advisory boards of all centres and for other prominent industry personnel who had supported DIT during the year. This was highly successful.

The following table shows the full list of centres operational during the 1997/1998 calendar year, under the faculty with which they are most closely associated.

I	Applied Arts	Centre for Social and Educational Research Digital Media Centre
II	Built Environment	CRUBE (Consultancy and Research Unit for the Built Environment) Building Information Centre
III	Business	Product Development Centre National Institute of Transport and Logistics Distance Learning Centre
IV	Engineering	National Satellite Services Centre National Maintenance Centre Applied Optoelectronics Centre Industrial Control Centre Timber Development Centre
V	Science	Centre for Industrial and Engineering Optics Radiation Science Centre
VI	Tourism and Food	Food Product Development Centre Tourism Research Centre

DIT Alumni Association

The DIT Alumni Association was established in July of 1997. Its first alumnus, the Taoiseach, Mr Bertie Ahern, TD, officially launched the Association in December 1997.

The Mission of the Association is to support alumni both here and abroad in their professional, social and educational pursuits whilst developing an ethos of friendship, fellowship and communication for a reciprocal support relationship.

To this end, the Association provides a range of benefits to its members including discounts on further education, VHI Group Scheme, access to DIT Libraries and sports facilities, reunions and invitations to DIT and DIT Alumni Association events.

The DIT Affinity Credit Card has no annual fee and a preferential rate of APR. Each time a new account is opened, the DIT Alumni Development Fund receives a donation.

Future plans of the Association include the establishment of overseas Chapters in the USA and Britain.



In line with its mission, the Institute participated in 1997/98 in a wide range of EU Education, Training and Research activities.

In the area of Education and Training, the principal beneficiaries were students and staff who received funding from the ERASMUS programme to study in other institutions in the EU. In addition, funding was received from the EU TEMPUS Programme for a range of activities between EU Member States and institutions in Eastern Europe.

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

European Social Fund

- Pathways through Education Project – EU Youthstart Programme
- Training and Development Centre in Early Childhood Care and Education – EU NOW Programme
- Delivering the Information Age – Training for Cabling in Buildings, EU ADAPT Programme
- FASTGROWTH Programme – EU SME Programme
- Onboard Ferries Training Programme – EU INTERREG Programme

EU Structural Funds (Enterprise Ireland)

- Digital Media Centre
- Timber Development Centre
- Satellite Services Centre
- National Institute for Transport and Logistics

LEONARDO Programme

- Maintenance Co-operative Agreements – National Maintenance Centre
- European Maintenance (EUMAS) Project (Engineering)
- European Hospitality Learning Programme (Tourism)

Framework Programmes for Research and Development

Telematics Programme

- Multimedia Education Telematic Applications (META) run by the Digital Media Centre
- SYNAPSES – a three year project in conjunction with TCD, St James's Hospital and other EU Partners run by the Industrial Control Centre
- SYNEX Project in conjunction with TCD and run by the Industrial Control Centre
- EMMA – European Masters in Design and Digital Media (Applied Arts)

Esprit Programme

GENIAL and WONDA projects run by the Building Information Centre

Environment/Biotechnology Programmes

Various projects run by the Radiation Science Centre

Health Informatics

- Clinical Analyser Interfaces to Laboratory Information Systems
- Utilising Rotary Kiln Technology to Recycle Waste into Synthetic Aggregate – both projects run by the Science Faculty in Kevin Street

In December 1997 the Minister for Education & Science, Micheál Martin, TD, officially presented a copy of the sealed order granting degree-awarding powers to the Institute with effect from the 1998/99 academic year. This milestone event marked an important step in the Institute's development and is recognition of the outstanding work of DIT and its staff.

The historic dimension of the celebrations was reinforced when Dr. Brendan Goldsmith, DIT President, presented the Minister with the 1998 course directory, featuring for the first time DIT's own degree awards. DIT has awarded its own diploma and certificates for the past 50 years and has had formal links with the University of Dublin relating to awarding of degrees.

The Minister for Education and Science appointed a group to advise the Higher Education Authority on whether the Dublin Institute of Technology should be established as a university. The group was chaired by Dr Dermot Nally, former Secretary to Government.

Other members of the group were:

Professor Máire Mulcahy, UCC

Professor Eda Sagarra, TCD

Professor Malcolm Skilbeck, formerly Deputy Director, OECD and previously Vice Chancellor Deakin University, Australia

Dr J K M Gevers, President, University of Amsterdam

Ms Mary Finan, Managing Director, Wilson Hartnell Public Relations Limited and immediate past President, Dublin Chamber of Commerce

Mr Brian Sweeney, Managing Director, Siemens, Ireland

Ms Mary Kerr, Higher Education Authority, was secretary to the Review Group

The group received three submissions from the Institute, before visiting the Institute in November 1997. The group also sought and received submissions from professional and educational organisations.



In April 1998, the number of academic staff was 734 full-time and 130 eligible part-time (EPT) or contract academic staff. The administrative (164), Library (36), Technical support and maintenance staff (304) added to the academic staff, gave a total staffing in excess of 1,423.

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 DIT budget allocated to staff development over the past few years.

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

Staff Training and Development in DIT

Staff Development Committee:

The Staff Development Committee met seven times during the academic year and details of its progress are summarised as follows:

Technology Degree Programme:

A Steering Committee under the chairmanship of Mr. Michael Murphy was set up to develop a DIT Technology Degree Programme for staff. The work on the development of the curriculum and commencement of the programme was carried out under the auspices of this Steering Committee. The Staff Development Committee received regular progress reports from the Steering Committee during the session.

Staff Development Policy:

The work on the policy was completed and it was formally presented to the Directorate. The Directorate approved it subject to two minor amendments and a request that it be circulated to all Heads of Schools/Departments, all structured staff and all managers for their comments followed by consultation meetings to allow for dialogue. A series of meetings took place and further amendments were made to the policy in preparation for re-submission to the Directorate.

ESF Aided Staff Development Scheme – Training of Trainers Programme:

The Committee received regular progress reports on the participation of DIT staff on the various modules of this programme. A sub-committee considered and approved short course proposals for the two periods January to August 1998 and September to December 1998.

Internal Communications Strategy:

The Committee adopted a strategy for DIT internal communications on staff training and development issues.

Fee Support:

The Committee approved interim procedures and guidelines for administering applications from staff for fee support. Interim draft guidelines were also agreed to facilitate management staff in determining the relevance of an advanced qualification and the levels of support to be provided.

Graduate Opportunities for Administrative Staff:

A sub-committee was set up to consider the provision of opportunities for administrative staff to obtain graduate status in the form of a Degree in Education Management or Business or a related subject.

Statutory Obligations:

The Committee agreed that the November meeting each year should be devoted to ensuring that the Institute is providing necessary training and development to staff in the areas of statutory obligations such as Health & Safety and Equal Opportunity.

Annual Report 1996/97:

The Committee adopted the Staff Training & Development Annual Report for the 1996/97 session.

Budgets and Resources:

The Committee set up a sub-group to review the mechanisms for allocating budgets and resources for staff training and development. The preliminary recommendations made by this sub-group were as follows:

A top slice of the overall staff training and development budgets should be retained to support the staff development policy, the statutory obligations of the Institute and for major interventions on an occasional basis.

The balance should be allocated to faculties on a pro-rata basis. Faculties should be required to submit detailed plans and proposals of the expenditure of two thirds of this allocation. The expenditure of the one third balance should be at the discretion of the faculties.

Expenditure headings for staff training and development should be separated from other expenditure headings that do not strictly relate to staff training and development.

Communications:

Four issues of the Staff Development News were published during the academic year – October 1997, January 1998, March 1998 and May 1998. The newsletters have proved very successful as a means of providing a communication channel regarding activities and opportunities.

Staff Development notice boards were placed throughout the Institute.

A Staff Development page on the DIT web site was launched.

Training & Development Activities:

The total amount spent by DIT in support of its commitment to the continuing training and development of staff was £687,000. This figure represents the above the line costs. This included short in-service training courses, attendance at conferences, fee support for staff pursuing advanced qualifications and participation in Masters and Primary Degree programmes under the ESF Training of Trainers Programme.

Fee Support for Staff Pursuing Advanced Qualifications in External Institutions:

A total of 51 staff were refunded tuition fees under this scheme at a total cost of £95,842. £36,000 of this amount was reimbursed to the Institute under the ESF Training of Trainers Scheme.

Examination Fee Refunds:

Nine members of staff, were granted refund of examination fees at a total cost of £789.

Fee Waivers on DIT Evening Courses for Staff:

A total of 71 staff were granted fee waivers to DIT evening courses through the formal fee waiver process at a cost of £23,080.

Short Courses organised by the Staff Training & Development Office:

A total of 824 staff members participated in 66 short courses organised by the Staff Training & Development Office.

Training of Trainers Short Courses:

The total ESF funding approved for the running of short courses in the session was as follows:

May to December 1997	£43,033
January to August 1998	£55,120
TOTAL	£98,153

Technology Degree Programme

The work on the development of this programme reached an advanced stage. Ms. Margaret Kilmartin was appointed as Project Administrator in April 1998.

The Research Methods and Technology Modules commenced at Easter 1998. 48 staff members attended the Information Technology Module and 28 attended the Research Methods Module.

Staff Induction Programme:

The annual Staff Induction Seminar for newly appointed staff was held on 9th October 1997. A total of 54 academic, administrative and library staff attended. A follow-up seminar for academic staff was held on 28th October 1997, with a total of 20 staff in attendance. These seminars were favourably received, with positive and encouraging feedback.

Training of Trainers:

A total of 91 DIT Staff participated in various modules of the Training of Trainers Masters Programme.



It is the policy of the Institute to promote genuine equality of opportunity. The objective of the Institute's document entitled "Policy on Equality of Opportunity in Employment" (December 1994) is to create an awareness of the need for equality of opportunity in employment in the Institute and to foster a climate in which equality of opportunity is developed and promoted in accordance with the spirit as well as the letter of the legislation. The Institute is committed to ensuring that its employment policies and its personnel policies and practices comply with the provisions of the law; and do not discriminate on the grounds of sex or marital status and do not indirectly impede equality of opportunity.

The Institute is committed to creating an environment that is free of harassment/bullying and within which all staff and students respect one another's human integrity. All staff and students have the right to be treated with dignity. No student or staff member of the Institute should be discriminated against or treated unfairly because of their gender, marital status, family status, sexual orientation, religious belief, age, disability, race or membership of the traveller community. It is recognised that harassment can seriously damage working and social conditions for staff and students. Harassment during the course of work, study or any other activity of the Institute will not be tolerated.



Cur chun cinn na Gaeilge 1997/1998

Coiste sealadach faoin nGaeilge 1997

Bhunaigh an Comhlacht Riartha Coiste sealadach faoin nGaeilge in 1997 chun na bunpholasaithe atá leagtha amach thíos a dréachtadh, agus iad bunaithe ar an Acht DIT 1992.

- Glac an Comhlacht Riartha leis na bunpholasaithe seo a leanas:
- go mbunófaí comhchoiste leis an gComhairle Acadúil chun an Ghaeilge agus an tSaíocht Náisiúnta a chur chun cinn
- go n-insealbhófaí fógraí dátheangacha, nuair is cuí é sin, ar fud na hInstitiúide
- ag glacadh leis go bhfuil an stáiseanóireacht reatha dátheangach, mar sin féin, go dtabharfaí an tosaíocht chéanna don Ghaeilge agus don Bhéarla in aon dearadh nua a dhéanfaí ar an stáiseanóireacht amach anseo
- go mbeadh gach foilseachán oifigiúil de chuid na hInstitiúide dátheangach, nuair is indéanta é sin
- go soláthrófaí oiliúint do na teileafónaithe chun gur féidir leo freagairt do cheisteanna as Gaeilge
- go ndéanfaí machnamh ar cheapadh, ar bhonn céimseach, duine amháin riarthach ar a laghad i ngach oifig phoiblí, a d'féadfadh ceisteanna a phlé as Gaeilge
- go gcomhshnaidhmí an Ghaeilge mar chuid riachtanach de gach imeachta deasghnách
- go gcuirfí cúrsaí athnuachana ar fáil do bhaill fhoirme, cúrsaí a bheadh spraoiúil
- go mbeadh raon foclóirí agus ábhair chomhaimseartha léimh as Gaeilge ar fáil i ngach leabharlann
- go n-iarrfaí ar an Uachtarán forbairt chúrsa lánaimseartha chéime trí Ghaeilge a thosú

- go soláthrófaí achmhainní breise don Chumann Gaelach chun imeachtaí breise sóisialta trí Ghaeilge a eagrú do na mic/iníonacha léinn
- go bhfágfadh an Institiúid ceangal uirthi féin, sa mheántearma, a gnó a dhéanamh le baill fhoirme, le mic/iníonacha léinn agus leis an bpobal i gcoitinne, trí Ghaeilge, nuair a iarrtar é sin
- go ndéanfaí machnamh ar scoláireacht iarchéime de chuid na hInstitiúide a chur in áirithe gach bliain i gcomhair shaothair maidir le Gaeilge agus/nó leis an tsaíocht náisiúnta.

Comhchoiste um Ghaeilge agus an tSaíocht Náisiúnta 1998

- Bunaíodh an Comhchoiste um Ghaeilge agus an tSaíocht Náisiúnta i mí Feabhra 1998 chun monatóireacht ar chur i bhfeidhm na bpolasaithe seo agus polasaithe nua a fhorbairt agus go mór mhór polasaithe maidir le caomhnú agus cur ar aghaidh shaíocht na tíre.
- Tá fógraíocht nua á pleanáil don Institiúid ina hiomláine i láthair na huair, agus tá sé i gceist go mbeidh sí seo dátheangach agus suaitheantas na hInstitiúide comhshnaidhmthe inti.
- Tá dul chun cinn leanúnach á dhéanamh maidir le foilseacháin oifigiúla na hInstitiúide a bheith dátheangach. Chuige seo tá na Rialacha i gComhair Staidéir Iarchéime trí Thaighde (2ú heagrán, 1997), Lámhleabhar Chinntiú Caihdeáin Chúrsaí (2ú heagrán, 1997), agus na Rialacha Ginearálta Measúnaithe (1998) foilsithe ar bhonn dátheangach. Leanfar leis an bpróiseas chun na príomhfhoilseacháin a dhéanamh dátheangach agus tá ceangal ar an gComhchoiste, Réamheolaire as Gaeilge a ullmhú sar i bhfad.

- Tá cúrsaí labhartha Gaeilge á soláthar, a bhuíochas do Ghael Linn ar dtús, do bhaill fhoirne.
- Tá comhghnás go hiomlán dátheangach in úsáid cheana féin i gcomhair searmanais bhronnta gradam ar fud na hInstitiúide agus ullmhaítear na leabhráin chucu siúd ar bhonn dátheangach.
Tá obair fós le déanamh maidir le searmanais eile agus beidh an cheist sin faoi bhráid an Chomhchoiste.
- Tá tosú déanta i gcuid de na leabharlanna foclóirí agus ábhair chomhaimseartha léimh as Gaeilge a chur ar fáil agus beidh an Comhchoiste ag dul i gcomhairle leis bPríomhleabharlannaí nua chun an obair seo a chur ar aghaidh.
- Tá gearrchúrsa nua daingnithe agus ceadaithe (agus creidiúint acadúil ag baint leis) ar Ghaeilge agus Chultúr na hÉireann, dírithe ar mhic/iníonacha léinn Erasmus ó thíortha eile
- Tá sé beartaithe scoláireacht iarchéime amháin (as 20) de chuid na hInstitiúide a chur in áirithe gach bliain i gcomhair shaothair maidir le Gaeilge agus leis an gcultúr náisiúnta.



Governing Body held eleven ordinary meetings and two special meetings in the 1997/98 session. At the ordinary meetings of Governing Body the normal business included the approval of staff appointments, pensions for staff, the operational programme, budgets, accounts and academic council reports.

The two special meetings were held as follows:

14th & 15th November 1997

meeting of Governing Body and Directorate to discuss the future of the Institute.

23rd November 1997

to discuss the "Report of the International Review Group to the Higher Education Authority" on the review of the application by the Institute for establishment as a University under Section 9 of the Universities Act, 1997.

At the meeting the following was noted:

Head of Human Resources

A post of Head of Human Resources had been advertised on a contract basis.

Management of Change

A study should be made of the experience of other public and private bodies in the management of change. It would be necessary to consult widely on any name-change for the Institute.

Mission Statement

The Planning Committee was asked to examine the Institute's Mission Statement and advise on any changes which might be necessary.

Ordinary Meetings

September 1997:

Phase II – Aungier Street

It was noted that the Department of Education had approved the insertion of a Prior Indicative Notice in the European Journal regarding Phase 2 of Aungier Street.

University Status

Consideration was given to the criteria which might be used by the Section 9 Group which was to visit the Institute following the request for University Status.

Funding – Special Projects

It was noted that the Institute had received funding for the following projects and the people concerned were congratulated: Employment – NOW funding in the Childcare area, Employment Youthstart funding in the Inner City/Disadvantaged area, ADAPT funding in the Information Technology area.

Schubert Operetta

Governing Body attended the Schubert Operetta in the National Concert Hall on 24th September 1997.

Memorial to the late Jim Hickey

Governing Body attended the unveiling of a plaque to the memory of the late James Hickey, former Director of DIT Aungier Street. (September 1997)

October 1997

Physical Development of DIT

Dr. Ronnie Tallon of the architectural firm Scott Tallon Walker, presented an update on a Planning Report, first developed in February 1996 which sought to encapsulate the DIT's vision of its role as an urban third level institution with a particular ethos providing full-time and part-time courses across the whole spectrum of higher education and including the provision of research, product development and consultancy services for industry and society. The proposal took cognisance of the planned re-structuring of DIT on a faculty basis and the need to develop a realisable strategy to satisfy the current needs of the Institute and to provide for its anticipated future development. The report identified a current space deficit of some 80,053m² with a projected space deficit of 74,520m² in the year 2000 and a deficit of 152,626m² in 2005. As additions to existing buildings could not meet this deficit, it was clear that the Institute should seek to acquire additional land on which to build for the future.

It was agreed that:

- (a) Dr. Tallon should proceed to develop a Masterplan for the physical development of the Institute.
- (b) There should be full consultation on the details of the plan.
- (c) A design team should be appointed to assist in this exercise.
- (d) The possibility of acquiring a large site in the north city area should be actively pursued

Strategic Issues

It was decided to hold a special meeting with the Directorate in November 1997 to discuss strategic issues facing the Institute.

November 1997:

- Ms. Jackie Kelly was congratulated on her appointment by the Minister for Education & Science as the ICTU nominee to Governing Body and was welcomed to her first meeting. Ms. Kelly replaced Ms. Maire Jackman who had earlier tendered her resignation from Governing Body.
- The possibility of providing crèche facilities in the Institute was discussed and it was agreed to request a report on same from the School of Social Science.

International Review Group

It was noted that the International Review Group, established by the HEA to examine the Institute's request for designation as a University, under Section 9 of the Universities Act, 1997 had visited the Institute on 5th November 1997.

- It was noted that the Department of Education had agreed to the appointment of a Design Team to assist the Masterplan for the physical development of the Institute.
- A draft policy on the Irish Language which recommended inter alia, that a joint committee of Governing Body and Academic Council be formed, was adopted.
- It was agreed to establish a joint committee of Governing Body and Academic Council to draw up terms of reference and procedures for the award of Honorary Degrees. The Committee would consist of the Chairman of Governing Body, the President, one member of Governing Body and two Academic Council members. The Committee would operate on the basis of consensus.

Student Enrolment

It was noted that student enrolment figures for the 1996/97 session were broadly similar to the previous academic year.

December 1997:

- Governing Body agreed that the Institute should become an ordinary member of the HEAnet which was established by the HEA as a limited company to co-ordinate the activities of the third level sector in the area of software licensing etc. Mr. Robert J. Lawlor and Mr. Conor Cahill were nominated as the Institute's representatives.
- The draft Financial Statements for the year ended 31st August 1996 were adopted.
- Dr. Goldsmith provided a summary of the Institute's responses to the Skills Shortage Initiative. He advised that the cumulative total of additional students over a full programme cycle would be 1,050 on degrees and 940 on certificates/diplomas.

January 1998:

- Following a request from Respondi to have DIT validate their Certificate in Housing Studies (Tenant Participation in Estate Management) course, Governing Body gave its approval for the Institute to proceed to negotiate a memorandum of understanding to this end. Respondi is a voluntary non-profit housing association established in 1981 initially to provide housing for the elderly. Respondi which has its Dublin centre at All Hallows College, Drumcondra, is a registered charity and a private limited company.
- A Joint Governing Body/Academic Council Committee on the Irish Language & National Culture was established. The Governing Body's nominations were Ms. Mary Farrell and Ms. Sinead Pidgeon. The Academic Council's nominations were Dr. Matt Hussey (Chair), Ms. Íte Ní Chionnaith and Mr. J.K. Taaffe.

- Governing Body agreed that the Institute's association with the Dublin Inner City Partnership should continue.
- The draft Operational Programme for 1998/99 and the draft 1998 Budget were approved for submission to the CDVEC and the Minister for Education.

February 1998:

- Governing Body agreed to write to the Minister for Education & Science expressing the Institute's position of not joining a National Qualifications Framework (TEASTAS), which did not include the universities, and to ensure that the official report of the TEASTAS forum, which took place on the 13th February 1998, reflected the Institute's views on the subject.
- It was noted that the Institute had obtained a copy of the National Rehabilitation Board's information pack entitled "Successful Companies are Positive to Disability" and that the pack is being considered by the Institute's Disability Access Officer, Ms. Linda Maguire.
- Governing Body noted that discussions regarding the Faculty Structures had commenced with the TUI.

March 1998:

- Governing Body noted that the Institute's Disability Access Officer, Ms. Linda Maguire, had arranged to meet with the National Rehabilitation Board to discuss their initiative "Successful Companies are Positive to Disability".
- Governing Body noted that the Minister for Education & Science had acknowledged receipt of its letter regarding TEASTAS.
- Mr. Pete Shea, Director of Projects, Newtel Information Solutions, made a presentation to Governing Body regarding the development of a software policy for the Institute.

April 1998:

- Governing Body noted that a tour of the Grangegorman site, with officials from the Department of Education & Science, had been arranged for 27th April 1998.
- Governing Body noted that a preliminary report from the Section 9 Group on University Status should be forthcoming by the end of May 1998 and that a full report should be available by the end of June 1998.
- Governing Body noted with regret the resignation of Ms. Maureen Dunne and paid tribute to her contribution to the Institute while a member of Governing Body.
- The Annual Report of the Student Services Office 1996/97 was noted.

May 1998:

- Governing Body noted that the Chairman wrote to the Department of Education & Science outlining the Institute's requirement for a Head of Human Resources.
- Governing Body recommended that a Staff Welfare Officer be appointed to support the staff of the Institute.
- Governing Body noted that the Department of Education & Science provided £5,000,000 for the Phase 2 of Aungier Street under the Skills Shortage Initiative.
- The Internal Audit Charter was approved.

June 1998:

- Governing Body noted that the Department of Education & Science had confirmed that £15,000,000 had been allocated to Phase 2 of Aungier Street.
- Governing Body noted that the Eastern Health Board had agreed in principle to formalise arrangements with the Institute for the purchase of Grangegorman.
- Governing Body noted that the Institute and RTE signed a memorandum of understanding in relation to academic co-operation on issues such as the proposed MA in Broadcasting.
- Ms Sinead Pidgeon completed her term of office as a student representative in June 1997 and was succeeded by Sarah McGovern.

August 1998:

- Governing Body noted that Scott Tallon Walker had almost completed the Masterplan for the Grangegorman site, which would be forwarded to the Department of Education & Science.
- Governing Body noted that Mr. John Dalton, previously one of the two Directors of National Avionics Limited, had relinquished his position in National Avionics and returned to his teaching post within the Institute.
- Governing Body approved revised Student Regulations.

Presentations to Governing Body:

The following Directors made presentations to Governing Body on the structure and organisation of their areas:

- Dr Matthew Hussey**, Director of the Faculty of Science – September 1997
- Dr Ellen Hazelkorn**, Director of the Faculty of Applied Arts – October 1997
- Mr Paul Sullivan**, Director of the Faculty of Business- December 1997
- Mr Frank Brennan**, Director of the Faculty of Engineering – February 1998
- Mr Michael Mulvey**, Director of the Faculty of Tourism and Food – March 1998.

A Community Education Links Co-ordinator was appointed on a full-time basis in September 1997. The role of the Links Co-ordinator is to identify, develop, and co-ordinate the various initiatives of DIT in regard to disadvantaged communities and aid in the formulation of future policy in this regard. Because DIT is located within the Dublin inner city, which has the least representation in third level nationally, the initial main focus of the strategies were in this particular area. In this context the Community Links Programme was developed. The Community Links Programme is composed of the following initiatives.

Supervised Study Programmes:

These programmes involve both primary and secondary disadvantaged schools in the inner city. Currently there are three DIT sites (Kevin Street, Bolton Street and Aungier Street) involved. In regard to the primary schools the students/staff participate in the programmes on site within the school itself. The secondary school programmes involve a mentoring approach and takes place within DIT. These programmes assist in the removal of educational barriers, development of a familiarity with third level education and the supply of role models, information and guidance to the participating schools.

Educational Awareness Programme:

This programme involves visits by young first and second year pupils from inner city schools to DIT Colleges. The aim is to instil an awareness of the relevance and benefits of education. It involves demonstrating interesting aspects of courses and research that the pupils can relate to (Hologram, Satellite Tracking System, computer aided design etc). Visits are also undertaken by the senior cycle students and include exposure to information technology/internet etc., attendance on induction day and liaising with DIT staff regarding courses and careers.



Studentships:

In 1997/98, DIT awarded 12 studentships of £1,000 per annum to financially disadvantaged pupils of inner city schools who obtained a place in DIT. The students are also supported in regard to study/personal/academic problems that may arise

Computers and Equipment:

The DIT also acts as a material or human resource for local disadvantaged communities. In this context surplus working equipment such as computers, microscopes, audio visual equipment etc. have been distributed to schools and community groups in need. To date 80 computers have been donated.

A technical support group has been formed by DIT computer science students who locate, commission and troubleshoot problems that may arise in using this equipment. In addition DIT staff run training courses for teachers of these schools.

Pathways through Education Project:

The Pathways through Education Project is European funded under the Youthstart Initiative. This project has arisen from a joint application by DIT and the Dublin Schools Business Partnership of the Dublin Chamber of Commerce. The focus is to increase the participation and awareness of inner city pupils with regard to education by addressing the underlying issues of self-esteem, confidence and motivation using a multi-stranded approach. Intervention programmes are designed, developed and implemented within the mainstream classroom setting in three inner city disadvantaged status schools. The other strands of the project include interventions involving parents and teachers in an attempt to develop a holistic approach to educational disadvantage.

Student Counselling Service

The Student Counselling Service enjoyed a very successful year. There was a dramatic increase in the number of students availing of the counselling service and it is encouraging to note that many students are seeking help at an early stage in their college career. The service was also successful in implementing therapeutic interventions for students at risk. All of the Counselling team are psychologists and therefore possess an expertise in the treatment and assessment of psychological /emotional difficulties as well as an expertise in educational psychology which are not readily available in external mental health services.

The range of activities includes the following:

Individual Counselling:

Essentially, the main activity of the counselling service is the provision of individual counselling to students. The kind of personal difficulties that students present are many and varied. Some difficulties result from normative life experiences such as bereavement, unexpected traumatic experiences, broken relationships, meeting academic demands. Other concerns result from their earlier experiences, for example, childhood sexual abuse, a history of low self-esteem etc. Contrary to popular opinion, the amount of time taken up with students presenting with examination stress is quite small. In general, the more typical issues presented to the service are in the psychological/emotional area.

A total of 569 students attended the Counselling Service in the academic year 1997-98.

Outreach programmes/interventions for students & staff:

The service has also continued to expand and develop the range of proactive services and interventions provided to meet the needs of the wider population of students within the Institute. These include the following:

Induction programmes

Each member of the counselling team is a member of local student development committee and is actively involved in the planning and development of induction in their various centres. As part of this programme, the counsellors are engaged in such activities as welcoming the new students, presenting a short talk on the service, meeting with students in a social setting, delivery of seminars on study skills and stress management etc. A central student development advisory committee also met a number of times during the year to oversee and support the development of induction and related student development activities. This committee is made up of representatives of local student development teams. Two members of the counselling team, including the Head of Service are members of this central committee.

The Student Counselling Service produced a revised draft on the Best Practice Model of Induction.

Undergraduate programmes/interventions:

A wide range of interventions and programmes are provided to students which include study/learning skills, team building, taking tests with less stress, student empowerment modules, critical incident debriefing and receptions for mature and international students.

A 14 week evening course on learning/study skills, organised by the counselling service was provided to students with specific learning disabilities.

Seminars for staff

Special seminars for staff were provided by the service which included stress

management and coping with students in distress. These were very well received and staff expressed an interest in attending seminars on related topics in the future.

There were a number of other groups run for staff which included training on the role of the facilitator, exploring ice breakers and developing a plan for induction.

A special one-day seminar on the First Year Experience was held for all academic staff in Fitzwilliam House. This was organised in conjunction with Fr Michael Martin, Head of the Chaplaincy Service

Other Programmes:

Drug awareness Programmes:

A series of drug awareness seminars for students and staff were organised to educate them about drug use and the implications of drug abuse.

Depression awareness seminar:

The Student Counselling Service in conjunction with the Students' Union and the AWARE group based in TCD, delivered a series of meetings on "Depression and young people". Follow-up meetings were arranged as necessary.

Other Activities:

Disability Service:

The Disability Officer reports to the Head of the Counselling Service who oversees and manages the activities of this office. The type of duties include consultative work on specific student cases, the planning and development of the service, overseeing budget management, planning of special initiatives including the development of a disability policy and examination guidelines, awareness training for staff etc.

The First Year Experience International Conference, July 1998:

The Dublin Institute of Technology and The University of South Carolina co hosted an international conference on the First Year Experience. Over thirty countries, representing different level institutions were represented at this conference.



DIT Student Services Office

The DIT Student Services Office administers a wide range of services in all of the DIT centres and oversees the distribution and expenditure of the Student Services Fund. This fund is created from the Student Services Fee paid by each student of the Institute and is used to provide finance for the Institute's registration and examination fees, student welfare and medical services, clubs and societies and the Students' Union.

The Student Assistance Fund

The Student Assistance Fund continues to provide support for wholetime students who are experiencing financial hardship. In 1997/98, £110,801 was distributed among 180 applicants, at an average award of £616.

Table 1 shows the level of assistance given to DIT students between 1991 and 1998. The average award shows a substantial increase compared with the previous year, reflecting the huge rise in the cost of rented accommodation.

table 1	average for				
	1991 – 1994	1994/95	1995/96	1996/97	1997/98
Total amount distributed	£25,668	£61,285	£85,373	£87,045	£110,801
Number of Applicants	90	151	204	211	188
Number of Awards	85	138	193	196	180
Average award	£298	£447	£442	£444	£616

Child Care Support Scheme

This scheme continues to be very well received and appreciated by those who are supported by it. It is flexible in that the student-parent may choose the type and location of child-minding service that best meets the requirements of both the child and the parent. £33,000 was distributed among 37 students.

Student Health Service

The Health Centres in Aungier Street (for the South City centres) and in Bolton Street (for the North City centres) functioned very successfully in 1997/98. Each of these Health Centres is staffed by two Practice Nurses who operate a flexible duty roster to ensure that at least one nurse is present at all times between the hours of 9.00 a.m. and 6.00 p.m. each day, Monday to Friday. The Centres are fully equipped as GP surgeries, with separate consulting rooms, offices and waiting rooms. The nurses offer medical and health advice to students, and can carry out simple medical procedures and tests. Where necessary, students may be seen by one of several Doctors who attend each centre for a total of about 12 hours per week per centre.

During 1997/98 it was decided to employ a Secretary/Receptionist in each Health Centre, and this has provided considerable relief for the extremely busy Nurses, especially in regard to operating the appointments systems.

All of these services are free to wholetime students.

The total annual cost of providing these services is circa £130,000, of which the Institute contributes £30,000 with the balance coming from the Student Services Fund.

Additional Medical Services

Other schemes provide assistance with the cost of

- Specialist medical consultation
- Psychological or Psychiatric assessment and treatment
- Routine Dental and Ophthalmic treatment

The total amount awarded to circa 50 students under these schemes in 1997/1998 was £3,500.

DIT Student Personal Accident Insurance Scheme

All wholetime Students of the Dublin Institute of Technology are covered by a Personal Accident Insurance Scheme.

Other Services

The Student Services Council allocation is used to pay for

- Costs associated with the Accommodation Service (printing, etc.) – circa £5,000;
- Contribution to the cost of training of Students' Union Sabbatical Officers and of Clubs and Societies organisers – circa £4,000;
- Supplementing, as required, the Welfare Services and the funding of Clubs and Societies.

Accommodation Service

The DIT Student Services Office offers an information service to students by producing a list of available living accommodation, both self-catering and homestay, containing details of location, number of places, charges, etc.

A list is produced which contains about 550 addresses, which between them represent some 1,300 places, three-quarters of which are in homestay accommodation.

DIT Students' Union

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

Clubs and Societies

A total of £151,000 was allocated to the College Sports and Cultural & Social Councils in 1997/98.

Sports, Cultural and Social activities

The funds assigned to the DIT Sports Committee and the DIT Cultural & Social Committee are used to foster, encourage and co-ordinate activities involving all of the DIT centres.

During the year an Arts Officer was appointed with the objective of developing social and cultural activities throughout the institute.

The allocation to DIT Clubs and Societies in 1997/98 amounted to approximately £83,000.

Chaplaincy Service

An ecumenical chaplaincy team provides a chaplaincy service to the staff and students of the DIT. The team consists of a group of men and women representing the Catholic, Methodist, Presbyterian and Church of Ireland traditions.

The DIT chaplaincy team offers a service in the following areas:

- Pastoral Care
- Faith Formation Programmes
- Support around bereavement
- Liturgy/ Prayer Services
- Social awareness opportunities
- Collaboration in College Events
- Support of Students' Union Activities, notably Clubs and Societies.



Careers and Appointments Service

Employer Programme

The number of companies seeking to recruit DIT graduates, especially in the areas of IT, electronics, accountancy and hospitality, continue to increase from 1997 to 1998. A total of 66 companies from Ireland, the UK and the USA made recruitment presentations to final year students. The Careers and Appointments Service also provided facilities for many of these companies to interview students on site.

The number of companies sending recruitment literature for distribution to students also increased as did the job vacancies for recent graduates.

Student Programme

First year students: The Careers and Appointments Officer, Eileen Fitzpatrick, participated in the DIT Induction Programme for first year students.

Final year students: The recruitment process used by employers when screening graduates continues to become more sophisticated. This process can include assessment centres, presentations, aptitude tests and personality questionnaires. Final year students were prepared for this process through presentations and workshops on job application procedures and interview techniques. These were complemented by resources available for students in the Careers Library.

A variety of directories and reference books on topics such as employment, career opportunities and further study were distributed to students. The Careers and Appointments Officer provided one-to-one consultations for students who needed help in making decisions about their career or further study opportunities. Workshops on teamwork, presentation and interview skills were provided for students in collaboration with teaching staff.

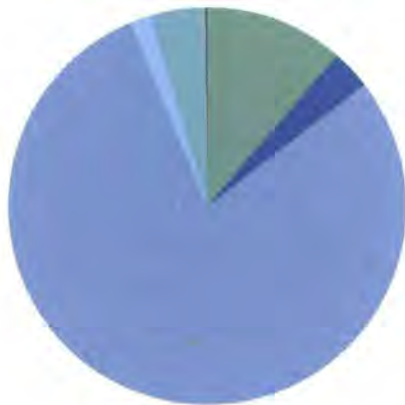
The Careers and Appointments Service participates in the HEA annual survey of First Destinations of Award Recipients in higher education.

First Destination of DIT Degree Recipients – 1997

There was a total of 79.2% of DIT degree respondents in employment. This figure represents both those in employment in Ireland and overseas and is a 4.2% increase over the figure for 1996.

A total of 11.3% of graduates went on to further academic study, either in Ireland or overseas and 1.7% went into professional or vocational training. A further 0.2% were on work or training schemes.

A total of 3.2% were seeking employment, down from 3.7% in 1996.



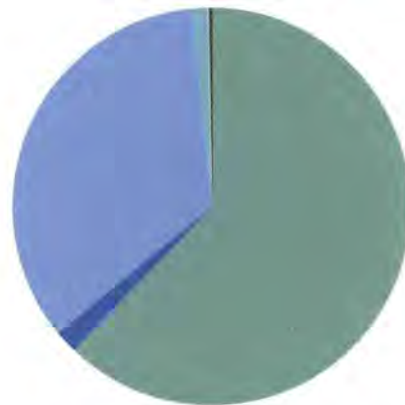
Summary of First Destination of DIT Degree Recipients 1997

- further academic study – 11.3%
- seeking employment – 3.2%
- gained employment – 79.2%
- professional or vocational training – 1.7%
- not available for employment or study – 4.4%
- work experience and training schemes – 0.2%

First Destination of DIT Certificants and Diplomates – 1997

The majority of those who graduated with a certificate or diploma, 62.1%, pursued further study. This figure represents an increase of 8.8% on the previous year.

Those who entered the labour market represented 34.3% and work experience and training schemes accounted for 1.4%. Those seeking employment came to a total of 1.8%. This figure is down from 5.6% in 1995 and 2.9% in 1996.



Summary of First Destination of DIT Certificants and Diplomates 1997

- further academic study – 62.1%
- seeking employment – 1.8%
- gained employment – 34.3%
- not available for employment or study – 1.4%
- work experience and training schemes – 0.3%

Membership of AGCSI

The Careers and Appointments Officer was appointed Secretary of the Association of Graduate Careers Services in Ireland for the period 1997-1999. AGCSI is the professional body for careers staff working in higher education and its membership includes all the universities, north and south, and Dublin Institute of Technology. The Association encourages and develops co-operation and best practice amongst the individual careers services.

The Careers and Appointments Officer was a member of the organising committee of the national conference "Bridging the Gap: Preparing Graduates for the 21st Century" and was the AGCSI representative on the sponsors committee for the AIESEC Careers Fair.

Campus Development

Plans were further developed for Phase 2 of DIT Aungier Street campus, for a four storey building over basement on the Bishop Street area of the site, completing the street elevation and linking the existing building to the gable of the adjoining site. Meetings were held with our Consultants and the Dublin Corporation planners in respect of the Planning Application.

Refurbishment work took place on 81 Capel Street to provide staff accommodation. Additional refurbishment took place in No. 30 and 31 New Bride Street adjacent to DIT Kevin Street, for staff accommodation.

Work commenced on the conversion of the Gate Lodge in Linenhall, to a Student Health Centre.

A new prefabricated unit was erected in Rathmines Road for the Central Library Services.

An additional Computer Laboratory was fitted out in DIT Aungier Street, to serve the Business Information Systems Development Course.

Safety and Facilities Management

In respect of Health & Safety works, the Institute made provisions for access for people with disabilities and the provision of a special toilet along with the refurbishment of the main entrance to Chatham Row.

New Fire Alarm systems were installed in DIT Rathmines Road and in Pembroke Street.

1997

12 Sept
Early Childhood Research Centre's report 'A Window on Early Education in Ireland' presented to Minister for Education & Science

18 Sept
National Maintenance Centre launched by Minister for Science, Technology and Commerce

24 Sept
Irish premiere of Schubert's Operetta, Der hausliche Krieg, presented by the Conservatory of Music & Drama, National Concert Hall

4 Nov
Minister for Education & Science presented a copy of the sealed order granting degree awarding powers to the Institute

27 Nov
Timber Development Centre launched by Minister for Science, Technology and Commerce

4 Dec
Spectrum, a major exhibition of creative work by staff, students and graduates of DIT, opened by An Taoiseach in the RHA Gallery

4 Dec
DIT Alumni Association officially launched by An Taoiseach

17 Dec
DIT Choral Society's end of year concert, Christ Church Cathedral

1998

19 Jan
Project Development Centre Enterprise Award Evening, Dublin Castle

2 Feb
MSc in Hospitality Management launched by An Taoiseach

12 Feb
Irish Independent Student Business Breakfast, Jury's Hotel

26 Feb
DIT Affinity Credit Card launch

2 March
Inaugural DIT Sports Presentation Evening

5 April
Conservatory of Music & Drama presented Handel's Messiah, National Concert Hall

30 April
Tourism Research Centre launched by Minister for Tourism, Sport and Recreation

25 June
RTE & DIT signing of a memorandum of agreement to validate the MA in Broadcasting.

29 June
TSB Bank/DIT Young Techno-Science Scholar of the Year Awards



Mr Eugene McCague
Chairman



Cllr Mary Freehill
Deputy Chair



Dr Brendan Goldsmith
President

Fourth Governing Body of the Dublin Institute of Technology (1997/98)
since its establishment by the DIT Act 1992

Members not photographed:
Ms Jackie Kelly, Mr Ross O'Daly,
Ms Sinead Pidgeon



Mr Peter Burke
Member



Mr Peter Coyle
Member



Ms Mary Cryan
Member



Mr John Donnelly
Member



Ms Maureen Dunne
Member



Ms Mary Farrell
Member



Mr Tom Fennell
Member



Mr Seamus Greene
Member



Ms Brighed Mooney
Member



Mr Michael O'Halloran
Member



Mr Frank O'Leary
Member



Dr Patrick O'Meara
Member



Mr Thomas Simpson
Member



Mr Robert J Lawlor
Director/Secretary



Ms Adrienne Smith
Recording Secretary

Membership of Governing Body 1997/98

Name	Nominating Body	Name	Nominating Body
Mr. Eugene McCague (Chairman)		Ms. Mary Farrell	CDVEC
Cllr. Mary Freehill (Deputy Chair)	CDVEC	Mr. Tom Fennell	Academic Staff Member
Dr. Brendan Goldsmith (President)		Mr. Seamus Greene	Non Academic Staff Member
		Ms. Jackie Kelly	Irish Congress of Trade Unions (from Nov 1997)
		Ms. Brigid Mooney	Academic Staff Member
		Mr. Ross O'Daly	Student Member
Mr. Peter Burke	CDVEC	Mr. Michael O'Halloran	CDVEC
Mr. Peter Coyle	Forbairt	Mr. Frank O'Leary	Irish Farmers' Association
Ms. Mary Cryan	IBEC	Dr. Patrick O'Meara	University of Dublin
Mr. John Donnelly	Dublin Chamber of Commerce	Ms. Sinead Pidgeon	Student Member
Ms. Maureen Dunne	CDVEC (to April 1998)	Mr. Pierce Pigott	Institution of Engineers of Ireland
		Mr. Thomas Simpson	CDVEC

Acknowledgements

Dublin Institute of Technology wishes to acknowledge the following organisations, and convey its thanks for their support of its activities during the 1997/98 academic year:

Aer Rianta
AGB
Agfa Gaevert
Akzo Nobel Ltd
Allergan Ocular Pharmacology
Allied Irish Banks
Altro Brooks
An Bord Glas
Association of Electrical Contractors of Ireland
Association of Physics Technicians – Joe Guy
Bakels
Bank of Ireland
BDO Simpson Xavier
BOC Gases
Bolands
Bord Fáilte Éireann
Bord Gàis
Bord na Gaeilge
Bord na Radharcmhastoirí
Botanic Building Supplies Ltd
Bronze Art Ltd
Bull Cara
Burke, B M

C & G Group Ltd
Campbell Catering Ltd
Cardiac Services Ltd
Carew Associates, Consulting Engineers
Casey McGrath & Associates
Catering Management Association
CERT
Chartered Institute of Transport
CIBSE
Citroen Ireland Ltd
Conrad International
Construction Guarantee Insurance Co Ltd
Crampton
Cummins Graphics
Data Conversion
David Allen Advertising
Deloitte & Touche
DIT Student Union Ltd
Dohler/O'Brien, J E
Dolmio Foods/Uncle Ben's
Dublin City Enterprise Board
Eastern Health Board
Educational Building Society
Electrical Contractors Association
Enterprise Ireland
Environmental Health Officers Association
Ericsson Business Communication
ESAT Telecom
ESB
ESM Paper Ltd
Fagan, Monica

FEXCO
Fitzwilliam Hotel Group
Flogas
Flood, Patrick
Forbo (Ireland) Ltd
French Embassy
GEA Automation Ireland
George Nolan Equipment Ltd
George Woods Medal
German Embassy
Great Southern Hotels
Guinness Group
Hackett JD & Co Ltd
Hayes Montrose
Henry Ford & Son
Holohan Leisure Consultants
Hotel and Catering Review
IBEC
IBM
IEE Manufacturing Division
IMRO (Irish Music Rights Organisation)
Institute of Biomedical Science
Institute of Domestic Heating and Environmental Engineers (IDHE)
Institute of Electronics & Electrical Incorporated Engineers
Institute of Irish Bakers
Institute of Leisure and Amenity
Institute of Road Transport Engineers
Institute of the Motor Industry
Institution of Electrical Engineers

Intel	Mitsubishi	Rover Ireland Ltd
Irish Association of Care Workers	Moloney, Frank	Royal Society of Chemistry (Irish Branch)
Irish Hotels Federation	National Association of Master Painters & Decorators of Ireland	Ryan Tourist Group
Irish Institute of Credit Management	National College of Exercise and Health Studies	Ryan, Rory
Irish Joinery Manufacturers	National Council for Educational Awards	Sanbra Fyffe Ltd
Irish Printing Suppliers Association	Neltronic	SCM Woodworking Machines
J J Sampson & Son	Noonan Recruitment Consultants	Short, Dr Tom
J K Engineering Supplies Ltd	Nugent, Patrick	Siemens
Jemma Publications	Oerlikon Welding (Irl) Ltd	Sinnott Hotel Group
John M Ford	O'Keefe, Brian	Siúcra
John Sisk & Son Ltd	Opel Ireland Ltd	Smurfit
Johnson & Johnson	Oracle Corporation Ireland	Society of the Irish Motor Industry
Jury's Hotel Group	O'Regan, Josephine	Spanish Embassy
Karl Maybury Ltd	O'Reilly, Dr J J	Sunday World
Kindle Group	Ormonde Brick Ltd	Superquinn
Knorr Bestfoods Ltd	O'Sullivan Graphic Supplies Ltd	Tooling & Engineering Distributors (TED) Ltd
Kraft Jacobs Suchard	O'Sullivan, Kathleen	Teachers, Union of Ireland
Laboratory Instruments & Supplies (I) Ltd	P.R. Institute of Ireland	Telecom Éireann
Lapple Ireland Ltd	Peugeot Ireland Ltd	Telemecanique Automation
Lawless, T M	Plastering Contractors Association	Toyota Ireland
Leeside Leisure	PR Edwina (AE Consultants)	Tuchenhagen Ireland Ltd
Loctite	Principle Management	Typtec
LSL Photo Labs	Printech/Roland	UK Institute of Mechanical Engineers (Republic of Ireland Branch)
Marketing Opinion	Professional Placement Group	Varming Mulcahy Reilly Associates
Master Builders & Contractors Association	Professional Video Ltd	Vinters Federation of Ireland
Master Foods Ltd	Radionics	Volkswagen Ltd
McDonnells (Van den Bergh)	Regency Group	Wavin Ireland
McEvoy & Associates	Rennicks/CNC Milling Ltd	Welding Institute-Irish Section
McNamara, Michael	Roadstone Stanley Tools Ltd	X.L. Tools
McNaughton Papers	Roly's Bistro	Yodaiken, Samuel Memorial Trophy
Medical Supply Co		York Ireland Ltd
Metron Int. Ltd		



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