

TU Dublin Annual Report 2023

Go Beyond Learning



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Welcome Message from the President



Five years have passed since the establishment of TU Dublin, Ireland's first technological university. In 2023, we concluded the initial phase of our ambitious ten-year roadmap, Strategic Intent 2030. We have achieved significant milestones, and I am delighted to share our accomplishments from the past year in this 2023 Annual Report.

This year, we finalised an innovative Education Model that will revolutionise the student learning journey, offering unparalleled choice, flexibility and opportunities for lifelong learning. In line with our commitment to practice-based education, we also continued to transform our curricula across our five Faculties, which include STEM, Business, and Creative & Performing Arts programmes.

In delivering on our ambition of *Creating a Place of Imagination and Inspiration*, and as part of our overall 200,000m² campus development plan, we completed a Sports, Science, Health, and Recreation Centre on our Tallaght Campus, with a nearly zero-energy building (NZEB). TU Dublin also became the first multi-campus university in Ireland to be awarded the Green Flag by An Taisce. The new organisational design was completed and will support multi-disciplinary learning, improved collaboration and the ability to capitalise on our research strengths.

The University's Researcher Career Development Framework was developed during the year and will contribute to more ground-breaking research contributions. By fostering interdisciplinary collaboration and focusing on cutting-edge research, we are tackling pressing global issues and driving transformative change in fields such as artificial intelligence, sustainable energy, health sciences and advanced manufacturing.

In September 2023, TU Dublin launched its [Strategic Plan 2024-2028](#), the second phase within the Strategic Intent 2030. This continues to focus on the three pillars of People, Planet and Partnership. As we embark on the second phase of our journey and build on the progress made over the last five years, I want to express my wholehearted gratitude to our staff, students and partners for their contribution to the development of TU Dublin.

John Doran

President

June 2024

Executive Summary

TU Dublin is proud to be a university that is recognised as a driver of innovation, competitive enterprise and continuing academic excellence, providing educational opportunities that make a tangible impact on society, through research, innovation and engagement.

In 2023, over 28,500 students enrolled in TU Dublin, across multiple levels, disciplines and programme modalities. Almost 7,500 students graduated during the year, having successfully completed and received awards for programmes delivered across the University's five faculties: the Faculty of Arts & Humanities, Faculty of Business, Faculty of Engineering & Built Environment, Faculty of Sciences & Health, and the Faculty of Computing, Digital & Data.

With a vision to *'Create a Better World Together'*, the TU Dublin Strategic Intent 2030 is the roadmap for the University's development. The Strategic Plan is centred on the three pillars of People, Planet and Partnership. This Annual Report reflects the activities undertaken and the advances made by the University throughout 2023, set out under the three strategic pillars.

People

To support our ambition to *Nurture Bright Minds, Creativity and Ambition*, TU Dublin concluded the development of the new University Education Model (UEM). The UEM integrates three core elements - *Learner Experience, Learner Choice* and *Learner Support* - to transform the learning experiences and opportunities for our students. The new model provides opportunities for all learners to engage in transformative learning experiences, independent of the learning path that they are on.

Aligned to the development of the UEM, the University's Digital Education Policy was published in September 2023 and TU Dublin continued to build digital skills and digital capability across the University. During the year, the University began the process of transitioning all staff and students from three Virtual Learning Environments (VLE) to one.

The successful roll-out of major projects, such as Convene, GROWTHhub, Cyberskills and N-TUTORR, are supporting curriculum transformation. In 2023, TU Dublin was awarded 26 of the 131 N-TUTORR Partners in Innovation & Change Fellowships. The fellowships provide a wonderful opportunity for students and staff to collaborate on small scale enhancement projects that have an immediate and positive impact on the student experience.

A key objective in our Strategic Plan is to *Provide Pathways for All to Experience*, to suit an evolving higher education landscape. Depending on their individual interests, goals, and circumstances, students can choose the pathway that best aligns with their aspirations and ambitions. The University offers programmes across all disciplines from NFQ Levels 6 – 10, with multiple entry points and flexibility in structure, mode and place of delivery. During 2023, we continued our journey of providing flexible education pathways, through multiple initiatives. We were the largest provider of part-time education in Ireland, with over 6,000 enrolments, accounting for 11% of the national provision. We also continue to be the most accessible university in Ireland, with the largest number of diverse learners, including those students with disabilities, mature students, students from socio-economic disadvantaged backgrounds and students from minority groups.

A significant landmark in delivering on our ambition of *Creating a Place of Imagination & Inspiration* was the official unveiling of two major construction projects on the Grangegorman Campus - the Central and East Quads. Construction of the Academic Hub & Library on the Grangegorman campus and the design of a new research building continued steadily throughout 2023, with both projects supporting the development of a world-leading university campus in the heart of Dublin City. On the Tallaght Campus, a new Sports, Science, Health and Recreation Centre was officially opened in September 2023, and construction continued during the year on two Higher Education Public Private Partnership (HEPPP) Projects on the Tallaght and Blanchardstown campuses.

Equality, Diversity and Inclusion (EDI) is an integral part of Creating a Place of Imagination and Inspiration. In 2023, the University published a new Equality Statement 2023-2028, outlining our commitment to promoting equity of access and participation in education, and advancing equality - including gender equality - in all aspects of our work. Progress in advancing EDI is outlined in this report.

Over the course of 2023 several initiatives were undertaken to strengthen our work environment, with the objective of *Championing a Passion to Excel*. The University approved a new Staff Charter and we continued to invest in training initiatives to develop the talents and skillsets of our people. TU Dublin continues to advocate for a full academic career framework, including grades and pathways towards Associate Professor and Professor being introduced to the University.

In 2023, over 7,500 students graduated across all fields of study, from Business to Arts and Humanities. We continued to engage with our alumni to *Celebrate our Ambassadors* across the globe. The President and Alumni Office were delighted to visit Chicago and San Francisco in 2023 to host graduates and guests at Alumni events and to establish local alumni networks in both cities.



Planet

TU Dublin is making huge advances as a leader and as a **Beacon for Sustainability**. In March 2023, the University published its first TU Dublin Climate Action Roadmap, which sets out our path for reducing Greenhouse gases (GHGs) and improving energy efficiency, to achieve its targets for 2030 and 2050. In December, the University was awarded the An Taisce Green Flag Award. Achieving Green Flag accreditation was a strategic milestone for the University. We also received an award of €1m in funding from the HEA in recognition of our exceptional performance in developing renewable energy solutions and their impact across society. We hosted over 200 sustainability events in 2023 and ranked in the Top 100 universities in the SDG Impact Rankings in three categories: SDG11 Sustainable Cities and Communities, SDG 1 No Poverty, and SDG 13 Climate Action.

To realise our ambition of **Creating Responsible Global Citizens**, an important development in 2023 was the launch of the TU Dublin Sustainability Education Framework (SEF). This provides the overarching support for a whole of institution approach to embedding sustainability in the curriculum, with a target that all staff and students will have engaged in sustainability education and training by 2028. The TU Dublin Sustainability Education Toolkit was developed to support this objective and TU Dublin is working towards the use of STARS, a transparent, self-reporting framework for colleges and universities to measure their sustainability performance.

A key aspect of our role as a university is to work with our partners to generate and apply knowledge to provide real solutions that **Tackle Global Challenges**. Our Research & Innovation Strategy 2023-2028 provides an overview of our research and innovation impact and it outlines how, over the next five years, we will continue to support impact-focused research and innovation. A new Research Engagement and Impact Office was established in 2023 to accelerate our research and innovation impact.



Partnership

In 2023, our **Open Science** strategy was advanced through participation in TU-NET, a joint initiative of Technological Universities (TUs) in Ireland. TU-Net advances excellence in Open Research by facilitating the sharing of expertise, information and resources, making it easier for other researchers, both nationally and globally, to access and engage with our research. In addition, TU Dublin, as a member of the ScienceDirect consortium, signed a three-year agreement to continue to support open access for research in Ireland.

TU Dublin Innovation is the award-winning Innovation and Knowledge Transfer Office at TU Dublin, responsible for the commercialisation of intellectual property arising from research. It has helped to create TU Dublin spinouts, including Kastus®, Micron Agritech and Ocumetra. In 2023, Micron Agritech raised €2.7 million in funding, positioning itself for further expansion. Meanwhile, the 'BioFreshPack' project is an epitome of **Open Innovation**, bringing together a diverse team of experts from industry and academia to revolutionize food packaging by making it biodegradable and recyclable.

Supporting early-stage startups, the New Frontiers Programme at TU Dublin continues to be at the forefront of cutting-edge emerging technologies, attracting talent from high potential startups in the sectors of Software, Engineering, Med Tech, Fin Tech, Sports Tech, Wellness Tech, Augmented Reality, Virtual Reality, AI, Green Tech and Sustainability. TU Dublin supported 176 entrepreneurs in 2023, exceeding its annual average, and over a third were female entrepreneurs.

During 2023, we developed new partnerships with a range of external stakeholder organisations – public sector bodies, private enterprises and community organisations, to achieve our goal of delivering shared impact. We are committed to strengthening engagement with external organisations and maintaining **A Tightly Connected Network** to help drive discovery, leverage synergies and deliver common goals.

To ensure **Being Global** is integral in our activities, TU Dublin collaborates widely, including with universities and higher education institutes in Europe, the United States, Brazil, China, India, Malaysia and Indonesia. TU Dublin continues to embed internationalisation in the University, including through the European University of Technology (EUT+) and Erasmus+ programmes.



In the final sections of this report the University's Equality, Diversity and Inclusion Statement and the Sustainability Statement are provided. The Governance chapter details the full membership and committees of Governing Body. Academic Council membership is also provided. The University prepared its fourth set of Audited Financial Statements for the period to 31st August 2022 – a link is provided to the full statements.

TU Dublin at a Glance

- Key Facts & Figures



3
campuses



7.5k+
graduates per year



28.5k+
students



6.5k+
part time
students



1 : 15
staff : student ratio



3k+
international students
from over 100 countries



1,000+
students working
with community
organisations



STEM
15%
of the national
provision



Business
12%
of the national
provision



Services
20%
of the national
provision



**Creative &
Performing Arts**
40%
of Dublin region
provision



**Craft
Apprenticeships**
25%
of the national
provision



25%
of undergraduate
new entrants via
access routes



Further Education
20%
of national applications



**Award Winning
Staff**



**Athena SWAN
Bronze Award**



+77%
research award value
(over the past 5 years)

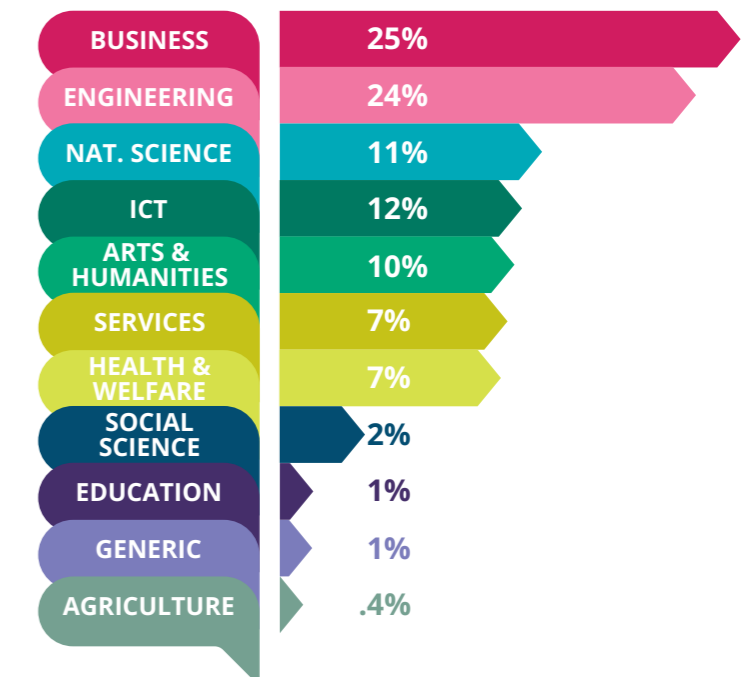


18,500+
citations
(in the past 3 years)



+13M
open access research
downloads arrow@TUDublin

Field of Study



1,000+
academic
collaborations



800+
collaborations
with industry



**Award Winning
Technology
Transfer Activities**



7,000m²
of incubation
space



100+
start-ups p.a.
(facilitated on
campus)



200
entrepreneurs p.a.
(on TU Dublin
enterprise programmes)

Strategic Intent 2030

- Creating a Better World Together

The University launched its [Strategic Intent 2030](#) Strategic Intent 2030 in January 2020. This set out a ten-year roadmap and a vision to 'Create a Better World, Together'. Based on the UN Sustainable Development Goals (SDGs) and in consultation with a wide range of stakeholders, the strategy comprises of the three key pillars **People**, **Planet** and **Partnership**.

- **People:** TU Dublin is creating a space and culture where people can foster ideas and relationships. We are committed to creating transformational educational opportunities that support individuals in reaching their full potential.
- **Planet:** TU Dublin aims to find new, more balanced ways of working and living that protect our planet for future generations, working with stakeholders to solve some of the world's most pressing issues.
- **Partnership:** TU Dublin connects people, to unearth new opportunities through joining ideas and sharing competencies. We understand that the complex problems of today are solved together.



PEOPLE

We Will Foster Individual Talents In An Ever Changing World

- ✓ Nurturing Bright Minds, Creativity & Ambition
- ✓ Pathways for All to Experience
- ✓ Creating a Place of Imagination and Inspiration
- ✓ Championing a Passion to Excel
- ✓ Celebrating our Ambassadors



PLANET

We Will Be A Powerhouse For Living & Breathing Sustainability

- ✓ Being a Beacon for Sustainability
- ✓ Creating Responsible Global Citizens
- ✓ Tackling Global Challenges



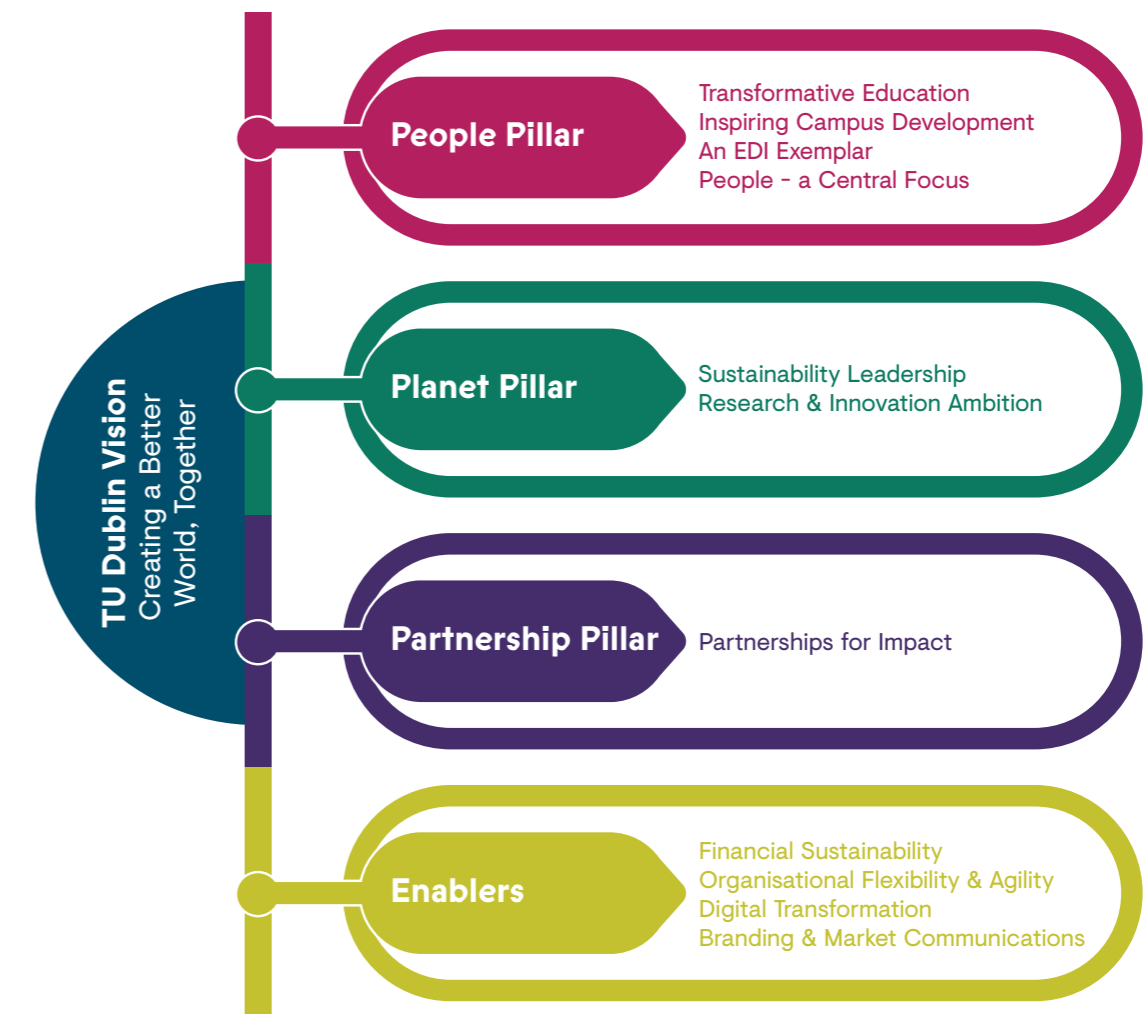
PARTNERSHIP

We Will Deliver Shared Impact

- ✓ Open Science, Open Innovation, Open to the World
- ✓ A Tightly Connected Network
- ✓ Being Global
- ✓ Organisational Effectiveness

In September 2023, TU Dublin launched its [Strategic Plan 2024-2028](#), the second phase within the Strategic Intent. This continues to focus on the three pillars and sets out the overall goals and targets for the coming five years. The development of the plan involved a detailed review and reflection on our performance and a review of the external environment, including the labour market, changing technologies and emerging skills needs. Consultation with all major stakeholders was undertaken in developing the ambitions, direction and goals. The broad areas of focus for 2024-2028 are captured in Figure 1 below.

Figure 1: Focus Areas for Strategic Plan 2024-2028





People

Our Ambition

We will foster individual talents in an ever changing world igniting the imagination of students, staff and partners, supporting people to explore their abilities and reach their full potential. We will do this through:

- » **Nurturing Bright Minds, Creativity & Ambition**
- » **Creating Pathways for All**
- » **Creating a Place of Imagination and Inspiration**
- » **Championing a Passion to Excel**
- » **Celebrating our Ambassadors**

1.1 PEOPLE

Nurturing Bright Minds, Creativity & Ambition

“We are committed to radically rethinking, developing and delivering a new research-informed and practice-based education model, that promotes academic excellence and ensures that it develops the attributes and capabilities necessary for tomorrow’s world, today”

The concept of a new educational model is grounded in the original vision for a technological university for the Dublin region. It was to develop a new and different educational experience to meet the needs of learners for the next generation. In 2023, TU Dublin concluded the development of the new model following extensive engagement with all stakeholders including students, staff and industry.

The central focus of the University Education Model (UEM) is the learner. Embedding the UEM into the practice, processes and culture of the University, it aims to produce the most sought-after, digitally literate graduates. The model integrates three core elements - *Learner Experience*, *Learner Choice* and *Learner Support* (Figure 2). Synergistically combining these three components encourages learners to embrace opportunities for growth, as well as personal and societal development, over their learning journey at TU Dublin.

Figure 2: TU Dublin University Education Model



Several activities were completed in 2023, including:

1. Initial implementation of the model - each TU Dublin School participated in workshops to help translate and action the first key steps of the model, termed the “Seven Fundamentals”. The Seven Fundamentals emphasise closer collaboration among discipline and programme teams to minimise duplication and to create common modules; they encourage Schools to prioritise Teaching, Learning, Assessment and Feedback (TLAF) in modalities that are pedagogically appropriate; and support Schools to actively create pathways that facilitate broader access and to align offerings with industry demands.
2. The principles of pan-University Pillar Modules were completed. Students will be able to easily choose common modules at School, Faculty or University level.
3. The Framework of Learner Experiences (FLE) was completed. It provides opportunities for all learners to engage in transformative learning experiences, independent of the learning path they are on.
4. A new Liberal Arts programme concept was developed and approved and is due for validation in early 2024. The first intake of students is planned for enrolment in September 2025.

The UEM Collection “[A University Way of Being](#)” is a comprehensive exploration of the University Education Model in practice across TU Dublin.

Building Staff & Student Digital Capability

In December 2022, TU Dublin published its first Digital Education Plan to 2030. Under the auspices of that plan, TU Dublin’s first Digital Education Policy was published in September 2023. It sets out the philosophy, scope and principles for the integration of digitally enhanced learning, teaching and assessment practices in modules delivered ‘In-Person On-Campus Technology-enabled’, ‘Blended’, ‘Online’ and/or ‘HyFlex’. It is designed to safeguard both quality assurance and academic standards, encourage quality enhancement, and ensure the provision of appropriate support for staff and students engaged in digital education. It also supports SDG 4 ‘Quality Education’ which aims to ensure inclusive and equitable quality education and promote lifelong learning opportunities for all.

During 2023/24, the University began the process of transitioning all staff and students from three Virtual Learning Environments (VLE) to one, which is a robust, accessible and cutting-edge platform that utilises AI to improve the student learning experience and turn data into detailed insights to aid decision-making.

N-TUTORR: Transforming the Student Experience

N-TUTORR is a national project across the technological universities sector. It aims to transform learning, teaching and assessment by focusing on transforming the student experience and developing the capabilities of all staff to address a sustainable pedagogical and learning environment. In particular, the critical focus is on digital transformation, the Sustainable Development Goals (SDGs) and Equality, Diversity and Inclusion (EDI). The project is funded by the EU Next Generation fund, supported by the Higher Education Authority and managed by THEA.

The programme is organised around three main connected streams:

1. **Student Empowerment:** This includes several initiatives including the Students as Partners in Innovation & Change Fellowships, the Student Champions programme, and a network of Student

Empowerment Coordinators across the sector, that will transform the learner experience.

2. **Staff Capabilities:** Transforming learning, teaching and assessment by developing the capabilities of academic, management and support staff. This is being achieved through our Community of Practice and the N-TUTORR Masterclass series.
3. **Digital Ecosystems:** This involves procuring and implementing a number of digital platforms for the sector to enhance the ecosystems and enable the transformations to be achieved in a sustainable way.

The fellowship programme allows students and staff to collaborate on small scale enhancement projects and receive funding of €5,000 per project. Designed to enhance the student experience, the Fellowship Projects are focused on thematic areas, including: Education for Sustainability; EDI; Digital Transformation in Teaching and Learning; Universal Design for Learning; and Academic Integrity. In 2023, TU Dublin was awarded 26 of the 131 N-TUTORR Partners in Innovation & Change Fellowships.

Transforming University-Industry



Engagement for Talent and Skills Development

The Enterprise Academy, supported by Convene, is a collaborative project with UCD and is funded by the Human Capital Initiative under Pillar 3 Innovation and Agility. It is designed to increase capacity in higher education to meet priority and emerging skills needs. The Enterprise Academy offers a single-entry point for enterprise to partner with TU Dublin on their talent development initiatives and long-term skills strategy. Working with enterprises across all sectors and business types, the Enterprise Academy brokers relationships with TU Dublin faculties and schools to create flexible, scalable, accredited solutions that address sector-specific skill needs. Several new programmes were introduced in 2023.

- Driving the Rapidly Growing Sports-Tech Industry in Ireland

The Enterprise Academy developed and subsequently launched the [Postgraduate Diploma in Sports Analytics, Technology and Innovation Programme](#), winning a tender issued by Technology Ireland Digital Skillnet in partnership with SportsTech Ireland for the development of an accredited suite of programmes. The Enterprise Academy led the multidisciplinary bid in close collaboration with three of our five Faculties who engaged systematically and for the first time, in the design, development and validation of stackable learning pathways.

- Intel Ireland Micro Credential Game Programming

Intel working with the Enterprise Academy, the School of Media and the School of Informatics and Cybersecurity led to the development of a customised training programme in 3D modelling and design and applied interactive 3D games technologies for use in training applications. The Level 9 accredited programme offers 15 stackable credits which can be used to build towards credits required for a master's degree. Sixteen Intel participants completed a micro-credential in Game Asset Design, the first of two Level 8 micro-credentials to offer online learning for Intel's new staff on high-end equipment. The second Game Programming ran in 2023 with online delivery facilitated by the TU Dublin's Instructional Design team.

- Certificate in Leadership Programme

The first round of the Version 1 Certificate in Leadership Programme brokered by the Enterprise Academy and facilitated by the Graduate Business School concluded in September 2023, with 68 graduates. To help achieve their scaling ambitions, Version 1 reached out to the Enterprise Academy with a view to developing a customised accredited leadership development programme to augment the company's existing highly regarded internal management development activity. As the Enterprise Academy operates across all the University's schools and faculties, it was ideally suited to broker the correct educational solution to Version 1 requirements. The Enterprise Academy approached the Graduate Business School with a view to developing the programme and the bespoke Certificate in Leadership (Level 9, 10 ECTS) launched in the spring of 2023. The 2024 cohort will extend to 200 employees.

2022/23 a total of 256,785 students were enrolled in higher education. TU Dublin accounted for almost 10%



The launch of the Postgraduate Diploma in Sports Analytics, Technology and Innovation

Students' Achievements 2023

Fiachra Curran Wins National Cloud Computing Competition

TU Dublin Student, Fiachra Curran, won the 2023 Worldskills Ireland National Cloud Computing Competition. The competition took place over three days, where participants solved real industry challenges by applying the best practices in Cloud Computing. Fiachra is studying in the School of Enterprise Computing and Digital Transformation.



Fiachra Curran accepting his Worldskills Ireland National Cloud Computing Award



Kieran Boyle wins bronze in the Men's Points Fighting - 74kg

Bronze Medal in EUSA Combat Sports Championships

Kieran Boyle won a bronze medal in the Men's Points Fighting - 74kg at the EUSA Combat Sports Championships in the University of Zagreb, Croatia. Kieran competed for TU Dublin in his sport of Kickboxing and won one of the only two medals won by Irish athletes at the Championships. He recently completed his third year in Sports Management and Coaching at TU Dublin.

Matthew Loram wins two awards at the World Young Chef Olympiad



Student Chef Wins Multiple Awards for Ireland

Matthew Loram won two awards at the ninth World Young Chef Olympiad (YCO), held in India. He beat off stiff competition from participating chefs from 56 countries over a five-day competition. He was awarded the Rising Star Award and the Plate Trophy for his tantalising dishes. Matthew is a BA Culinary Arts student at TU Dublin.

True Wind - Molly Kiely



TU Dublin Students Win Five National Student Media Awards

Students from TU Dublin School of Media took home five awards at the 2023 ISIC National Student Media Awards (SMEDIAs), an annual All-Ireland student competition. The awards have been labelled 'Ireland's premier student awards'.

- Radio Production of the Year - Arts and Features: Patrick Kidd
- Film Documentary of the Year: Molly Kiely
- Radio Documentary of the Year: Eoin Glackin
- Radio Production of the Year - News and Current Affairs: Eoin Glackin
- EPA Award for Journalism Relating to the Environment: Jordan Dempsey

Students Win Best in Game Mechanics Award

Students Seamus Maher, Luka Mumeas and Conor Mulgrew, won 'Best in Game Mechanics' at Ireland's most significant Digital Games Programming Festival. The Games Fleadh competition, now in its 20th year, is judged by a panel of industry experts. It recognises the country's best game designers and developers. The four recently completed their final year in Bachelor of Arts (Honours) in Game Design.

Seamus Maher, Luka Mumeas and Conor Mulgrew Win 'Best in Game Mechanics' at the Digital Games Programming Festival



Kituru Ndee awarded the prestigious Hamilton Prize



Student Wins Prestigious Hamilton Prize for Mathematics

Kituru Ndee was awarded the prestigious Hamilton Prize by the Royal Irish Academy in recognition of his outstanding academic achievement in the third year of his BSc (Hons) Mathematical Sciences. The prize is awarded to top mathematics students for their penultimate year of study as nominated by their university.

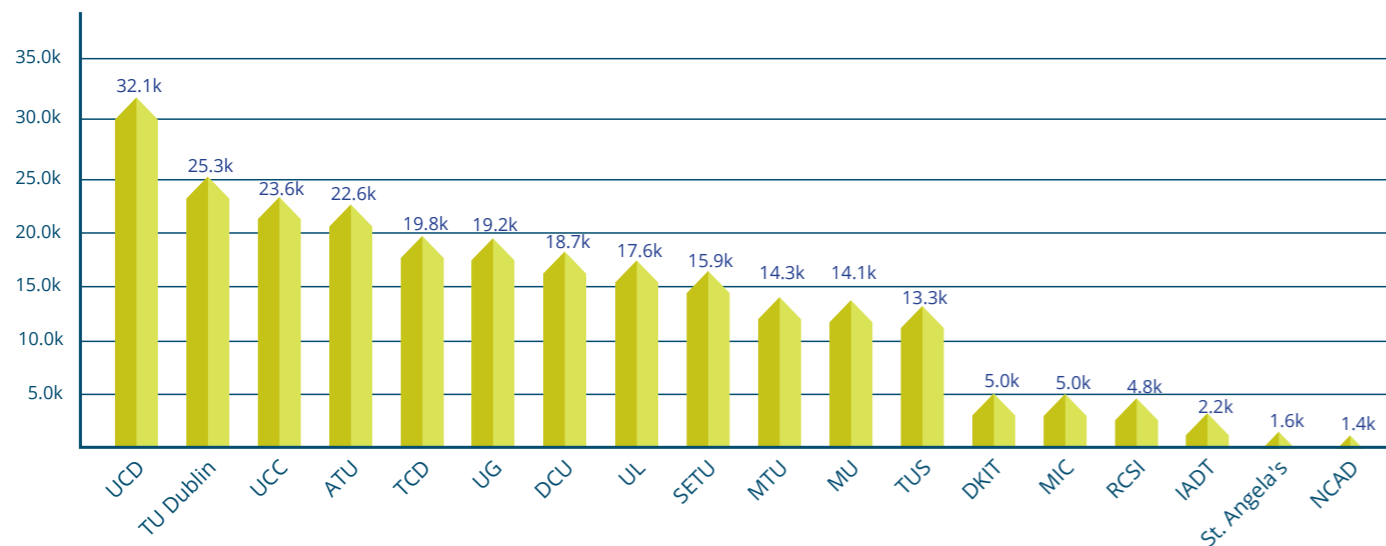
1.2 PEOPLE

Creating Pathways for All

“We are committed to providing lifelong education opportunities at every level”

of national enrolments. With almost 7,500 graduates it is one of the largest universities in Ireland (Figure 3). Almost half (47%) of students at TU Dublin are in Science, Technology, Engineering and Mathematics (STEM), where TU Dublin accounts for 15% of the national provision. The University is the largest provider of business education nationally, with over 6,000 students enrolled. Within the Dublin region, TU Dublin educates almost a quarter of students in the Creative and Performing Arts. The University has the largest number of new entrants nationally, with over 5,000 students commencing each year.

Figure 3: Student Enrolments by HEIs Nationally 2022/23



Source: HEA
Note: Benchmarking data excludes FETAC, Overseas, Exchange Incoming & Junior Music

The University has maintained a broadly stable student profile since it established in 2019, although in 2022/23 there

was a decline in enrolments that reflected a national decline. A variety of reasons for the decline are cited, including recent changes to the Further Education (FE) and Higher Education systems.

Significant opportunities for enrolment growth over the coming years lie in STEM education, due to the twin transition of climate change and digitalisation. The shift in skillset demand to respond to global and local challenges requires upskilling and reskilling.¹ TU Dublin is well positioned to support this increase in demand. In 2022/23 we were the largest provider of STEM education, accounting for 15% of national enrolments (11,760 students). Almost half of all enrolments at the University are in STEM.

Lifelong learning and flexible pathways are highlighted in DFHERIS Statement of Strategy 2021-2023 and in the *Next Steps for Teaching & Learning*, where it is seen as ‘at the core of education’. In 2022/23, TU Dublin was the largest provider of part-time education in Ireland, with over 6,000 enrolments (excluding apprenticeships), accounting for 11% of the national provision.

Although there was a national decline in part-time enrolments, the OECD Skill Strategy Ireland Assessment and Recommendations emphasised two priorities:

- 1) Securing a balance in skills through a responsive and diversified supply of skills – which includes ensuring that its skills system is flexible and responsive to address skills shortages and mismatches as they emerge.
- 2) Fostering greater participation in lifelong learning in and outside the workplace – encouraging a culture of lifelong learning is crucial to ensuring that individuals actively engage in adult learning after leaving the compulsory education system.

While part-time and flexible education is currently a very dynamic space, TU Dublin intends to continue to provide appropriate part-time offerings. It is reviewing its portfolio and considering how to shift its offering to address market needs – including in its Springboard offering and collaborative programmes with industry.

TU Dublin is one of the largest provider of craft apprenticeships in the country, educating one fifth of the country’s provision. With the inclusion of new apprenticeships, the total apprenticeship student population is over 1,600. Under the auspices of the newly established National Apprenticeship Office, this sector is expected to grow significantly. Within the current model the University’s capacity is restricted in terms of physical space, but it is working to address that and grow apprenticeship student numbers in areas of high demand. In 2023, TU Dublin developed a draft Apprenticeship Strategy to address this matter.



¹ OECD Skills Strategy Ireland: Assessment and Recommendations

Access & Widening Participation

A priority in our Strategic Intent 2030 is to be the most accessible university in Ireland, with the largest number of diverse learners. In 2023, we had the second highest number of disadvantaged students in the sector, with 2,062 full-time students and 566 part-time students². TU Dublin had the highest total number of students with disabilities (1,853 students), after University of Limerick. The National Access Plan has set a specific target, to increase the percentage of students with disabilities (SWD) to 16% by 2028. TU Dublin has already exceeded the national target and is committed to increasing the percentage of all new entrants with a disability to 17% over the period of the National Access Plan.

On two other metrics – disadvantaged mature student new entrants and entrants transitioning from Further Education – TU Dublin performed very favourably. It had the second highest number of disadvantaged mature student new entrants in the sector and had a total of 839 full-time students who progressed to TU Dublin from Further Education and Training.

TU Dublin's Journey Towards Inclusivity

During 2023 we introduced new initiatives to support students with disabilities. We collaborated with Ireland's National Autism Charity (AslAm), to perform sensory

audits across all buildings on each campus. We also collaborated with TCD in developing a sensory tool for students. A software literacy support tool, 'Read & Write', was rolled out across all our campuses.

Pilot Project for Hard of Hearing Students

This joint project between the University of Limerick and TU Dublin examined best practices in supporting students who are Hard of Hearing (HoH) in Higher Education (HE). The project concentrated on changes in current practice in terms of the technological provision available to this HoH student cohort.

Students that are HoH often start HE with outdated technologies and with assessments that are antiquated. This project addressed the needs of these students who met with a designated audiologist and completed a thorough audiological assessment. Based on the results of the assessment, the audiologist recommended new technologies (hearing aids, streams, microphones etc.) or upgrades on previous technologies, if required. They also provided training on new technologies and technical support.



Hard of Hearing Supports



² Based on HEA RGAM 2024 Allocation Data

1.3 PEOPLE

Creating a Place of Imagination & Inspiration

“We are committed to creating a place where people love to work & learn”

CAMPUS DEVELOPMENT

The TU Dublin Masterplan will provide over 200,000m² of new campus space on the three main TU Dublin campuses. This is one of the largest infrastructural developments in Irish Higher Education and a priority in the National Development Plan 2021-2030. The quality of the physical learning environment and campus facilities are critical to the student experience.



Minister Paschal Donohoe T.D. and TU Dublin President outside the Central Quad, Grangegorman, with the TU Dublin Dance Society

Grangegorman

East and Central Quads

It was a day of celebration in June 2023, when Minister for Public Expenditure, NDP Delivery and Reform, Paschal Donohoe T.D. officially unveiled two major campus buildings on the Grangegorman campus. Representing a significant landmark in TU Dublin's ambition to deliver a world-leading university campus in the heart of Dublin City, the buildings are now home to over 10,000 students and 1,200 staff, across a range of disciplines in the Arts, Humanities, and STEM subjects.



The Lower House - Photo by Aisling McCoy

New Academic Hub and Library

Construction of the Academic Hub & Library on the Grangegorman campus continued steadily through 2023. Designed by O'Donnell + Tuomey Architects, the building comprises new build elements that wrap around the existing North House, a historic building dating from the 19th century, to create a stunning new library facility. The new north and south blocks will feature bespoke sculptural stairs to connect the floors and encourage interaction. Along with its library collection, the 12,600m² of new learning space will offer a range of formal and informal study spaces. The building will also house a range of academic supports for students including a Career Development Centre, Maths Learning Centre and Disability Support Services. Construction is expected to be complete towards the end of 2024 and to be in use in 2025.



New Academic Hub and Library

Other Developments

During 2023, planning work continued for developments on the Grangegorman campus. An updated planning application was submitted for the West Quad, which will provide academic spaces for Faculty of Business students who are currently located in Aungier Street, and other students. A revised procurement will launch in early 2024.

Design of a new Indoor Sports facility for Grangegorman also progressed during 2023. Supported in part by a grant under the Large Scale Sports Infrastructure Fund (LSSIF), this first stage of sports will house a large hall, gym, studios, a climbing wall, along with changing and related supports.

Design of a new Research building, adjacent to the Greenway, has advanced. This facility will provide capacity for activities currently in Camden Row/Focas along with future expansion.



TU Dublin West Quad visualisation

Tallaght and Blanchardstown

Sports, Science, Health and Recreation Centre – Tallaght

The new teaching, research and recreation facility, a nearly zero-energy building (NZEB), was officially opened in September 2023. The centre encapsulates the full student experience at TU Dublin, where state-of-the-art teaching spaces cater for formal studies, and laboratories equipped with the latest technologies also support research and teaching in Sports Science. In addition, the recreation and fitness facilities on offer are available to all students, whether they are Elite Athlete Scholars or simply trying out a new hobby with one of TU Dublin's many clubs and societies.



The official opening of the Sports, Science, Health and Recreation Centre

Higher Education Public Private Partnership (HEPPP) Projects

Construction of two new academic buildings, on the Tallaght and Blanchardstown campuses continued through 2023. Both buildings will provide an expansion of general teaching facilities to support future growth in student numbers across a range of disciplines. The buildings are being delivered as part of a package known as the Higher Education Public Private Partnership (HEPPP) Bundle 1, managed by the National Development Finance Agency (NDFA).

- **North Building - Tallaght** is a 5,000m² multi-disciplinary building over four floors which will deliver state-of-the-art lecture theatres, research and apprenticeship facilities, kitchens, a training restaurant and design studios. The building sits between the Main Building and the recently completed Sports Building, addressing the new plaza space. This building is expected to be completed in early 2025.



HEPPP North Building on Tallaght Campus under construction

- **Aras Glas - Blanchardstown** is a three story 4,000m² general teaching facility which aims to maximise collaborative work and inspire innovation. The building sits adjacent to the Connect building, completed in 2019. This building is expected to be completed in late 2024.

Visualisation of New HEPPP Building on Blanchardstown Campus



EQUALITY, DIVERSITY & INCLUSION

The core values of TU Dublin are Excellence, Inclusion, Impact and Respect. In 2023, the University published a new [Equality Statement 2023-2028](#), outlining our commitment to promoting equity of access and participation in education, and advancing equality, including gender equality, in all aspects of our work.

TU Dublin aims to be recognised as an exemplar in equality, diversity and inclusion (EDI) as set out in its Strategic Intent to 2030. To ensure that EDI is an organisational priority and is embedded into TU Dublin practices, EDI principles were incorporated into the new University Education Model, the development of which concluded in 2023. The new Faculty and School structures, which were established at the latter end of 2022 as part of the organisation structure redesign, also have specific responsibility for implementing EDI. A revised quality assurance process ensures that programme reviews tackle matters of gender and other equality deficiencies.

A key aspect of the EDI agenda is the implementation of the [Athena SWAN Action Plan 2022-25](#). Athena Swan is a framework that supports higher education institutions in achieving sustainable gender equality and a culture of inclusion. To date TU Dublin has achieved an Institutional Bronze award and a Bronze award for the School of Mathematics and Statistics. During 2023, several actions were implemented and maintained under this plan including:

1. **Gender Balance:** TU Dublin maintained a minimum 40% female : 40% male ratio in leadership and decision-making bodies, committees and working groups
2. **Ensuring an Equitable Recruitment Process:** 130 staff were trained in Unconscious Bias Training and Let's Talk about Race Training in 2023, which is mandatory for all staff who are sitting on Interview Panels.
3. **Achieving Equitable Career and Progression Opportunities:** In 2023, the University signed a three-year membership agreement with AdvanceHE to provide external leadership development opportunities for female employees. In 2023, 14 women took part in the Aurora leadership development programme, which is part of the AdvanceHE agreement. In addition, of the 421 posts filled as part of the final phase of organisation design, 299 went to women.
4. **Pay Gap Report:** The second [TU Dublin Pay Gap Report](#) was published in December 2023. A 13% pay gap was identified overall, though the gender pay gap among academics was less than 5%. The underlying factor for the University's gender pay gap is the imbalance of men and women across job types and grades. Overall, female employees are in a majority in lower pay grades, while male employees comprise the majority in upper pay grades. The ambition is to reach a 0% gap over time, and the University has identified measures to address this in a focused and sustained manner.



Another key focus for the University is its [Ending Sexual Violence and Harassment Action Plan 2021-2024](#) (ESVH). The University continued to roll out Bystander Intervention Training. In the academic year 2022/23, a total of 86 staff were trained under the *Don't Stand By - Stand Up and Speak Out* programme. The programme aims to equip staff to be able to intervene appropriately when they witness sexual violence and harassment or other issues. A further 253 staff participated in the Active Consent online training, and 27 senior managers and governing authority members took part in Sexual Violence Prevention and Response training.

Educating and informing our community on intercultural awareness and an anti-racist mindset is an important pillar of the EDI strategy. The University held a public signing of the HEA Anti-Racism Principles for Irish Higher Education Institutions in 2023, committing the institution to embedding race equality as part of our institutional culture and practices.

TU Dublin is one of the few universities in the world providing a suite of customised training courses for disadvantaged communities and minority groups - people with disabilities, marginalised youth and refugees and asylum seekers. In 2023, the [AIB and TU Dublin Entrepreneurship for People with Disabilities Programme](#) was delivered online to 20 students and resulted in five startups. In collaboration with [Open Doors](#) and [Broadlake](#), TU Dublin also delivered a course in [Entrepreneurship for Refugees, Migrants and Asylum Seekers](#). This programme, was only available to participants with refugee or asylum seeker status. It received 168 applications for 50 places and resulted in 12 startups. On account of their success, both programmes will be delivered again in 2024.



TU Dublin and AIB Entrepreneurship for People with Disabilities Programme

Race Equity Principles Signing Event



1.4 PEOPLE

Championing a Passion to Excel

“We are committed to investing in a supportive and people-orientated environment”

TU Dublin is actively engaged in attracting, retaining and bringing out the best in our high-calibre and diverse staff. Our clear sense of shared purpose supports staff and students to achieve the heights of success. Over the course of 2023 several initiatives were undertaken to strengthen our work environment.

Figure 4: TU Dublin Values

Our Values



Excellence

in TU Dublin is about potential. We strive to do our best and bring the best out in others, aiming for high standards of service, good practice and commitment to continuous growth and improvement.



Inclusion

in TU Dublin is about difference and diversity. We strive to foster an environment that encourages and celebrates this for individuals and groups, creating a safe space where people feel a sense of belonging and connection.



Impact

in TU Dublin is about positive change. We strive to invest our collective efforts into creating meaningful and lasting change in lives and actively seek opportunities to address the challenges facing the world.



Respect

in TU Dublin is about the intrinsic value of each person. We have deep regard for the feelings, needs and rights of others and we act with integrity.

Our Staff Charter:



I demonstrate Excellence when I...

1. Strive to do my best, supporting colleagues and learners to do the same
2. Listen to and recognise new ideas and opportunities for ongoing improvement
3. Am responsive, replying to or acknowledging messages from colleagues and stakeholders in a timely manner
4. Approach my work with a can-do attitude, proactively seeing solutions to problems
5. Foster effective communication, collaboration and connections
6. Share information with others and seek assistance when needed
7. Seek and offer constructive feedback



I demonstrate Inclusion when I...

1. Embrace different culture, identities, genders, abilities, diversity of thought, knowledge and experiences
2. Acknowledge and value the contributions of all colleagues
3. Willingly engage with and learn from colleagues
4. Nurture a sense of collective belonging and achievement
5. Listen in an active way without judgement
6. Give consideration to the well-being of others, offering support when needed
7. Use respectful and inclusive language



I demonstrate Impact when I...

1. Show a commitment to preserving the heritage and ensuring the future success of TU Dublin
2. Recognise our learners are at the heart of our work, regardless of my role in the University
3. Consider the bigger picture and align my actions with our strategic goals
4. Engage with internal and external stakeholders to remove obstacles to progress
5. Take ownership, understanding my role supports the wider university mission
6. Embrace change and the opportunities it provides
7. Incorporate and advocate responsible sustainable practices



I demonstrate Respect when I...

1. Treat everyone equally and with dignity regardless of grade, title or characteristic
2. Demonstrate confidence in my colleagues to perform their duties
3. Exhibit a courteous demeanour in my conversations about others and the University
4. Make decisions with integrity and transparency
5. Hold myself accountable for my actions and their impact
6. Encourage conflict de-escalation
7. Speak out when I observe behaviours that contradict our core values



Our Mission:

Building on our histories and heritage, our mission is the pursuit of: Excellence in student-centred learning; Practice-led impact-focused research and deep discipline engagement; and Co-creation of teaching, learning and research

Our Vision:

Our ambitious vision is to create a better world together

A New Staff Charter to Guide the Organisation

TU Dublin's values are Excellence, Inclusion, Impact and Respect. The values of an organisation guide its actions, shape its culture, and provide a moral compass. In 2023, TU Dublin approved a new staff charter (Figure 4). The University Staff Charter outlines behaviours grounded in our values and aligned with the TU Dublin 2030 Strategic Intent, which focuses on People, Planet, and Partnership.

A Culture Toolkit was developed to support teams in embedding the organisation's values across teams. The toolkit consisted of a Culture Canvas and Core Values template. A range of guidelines were also developed to support the staff charter. They included Inclusive Languages guidelines; Meeting Etiquette guidelines; Email Etiquette guidelines; and Shared Workspace guidelines.

Academic Workload Model

Following the OECD report *A Review of Technological University Academic Career Paths, Contracts and Organisation in Ireland*, which the University contributed to in 2022, TU Dublin continued to advocate for a full academic career framework, including grades and pathways towards Associate Professor and Professor being introduced to the University in the coming years.

In the meantime, a group of TU Dublin colleagues developed a Workload Allocation Model that reflects the breadth of academic activity (teaching, research and engagement) during 2023 which was approved by the University Executive Team (UET). The next steps will include consultation with stakeholders in 2024 and tools and approaches for its implementation.

Embracing Continuous Improvement

In 2023, TU Dublin established a Continuous Improvement team as part of its new Change Management service. The team of three process improvement leads champion a Lean mindset across the University, which involves identifying opportunities to simplify and optimise processes, improve the efficiency of our operations

and to help teams deliver value to the organisation. The approach is integral to our continuing journey as TU Dublin, harmonising the ways of working from our heritage institutions and drawing on the expertise of our people to design and continuously improve our processes. In 2023 the team began to offer hands-on learning through workshops and projects, and in 2024 will increase the training provided in continuous improvement approaches across the University as part of increasing awareness and fostering a culture of Lean.

The Researcher Career Development Framework

Researchers play a key role in the delivery of TU Dublin's research and innovation strategy and make a significant contribution to the establishment of a positive research culture within the University. In the current national and international context, TU Dublin's Researcher Career Development Framework will provide the tools and structure researchers need to excel in their role and develop the skills that will help them achieve their career goals and aspirations. The framework will support the research community in TU Dublin to develop transferable skills, engage in career development planning and execution as well as exploring a range of career opportunities.



Dr Brendan Jennings and Dr Catarina de Moura Pinto Marvão at the TU Dublin Research & Innovation Awards

Staff Achievements 2023

Dr Amit Jaiswal Amongst the Most Influential Global Researchers of 2023

TU Dublin's Dr Amit Jaiswal was named among the top 1% of the world's most cited academics according to the latest Highly Cited Researchers report, compiled by Clarivate Analytics. Dr Jaiswal is among almost 7,000 researchers from 67 countries and regions identified by the 2023 list as having demonstrated significant influence in their chosen fields over the last decade. He is one of only 37 Irish researchers, and the only one from the Technological Sector in Ireland to be listed.

Dr Jaiswal, a PhD graduate from TU Dublin, is currently a lecturer in Food Technology and Industrial Biotechnology at the School of Food Science and Environmental Health. He also serves as the coordinator of the Sustainable Food Safety Management MSc programme.



Dr Amit Jaiswal

Mathematics & Statistics Lecturer Wins the Lawson-Croft Award

Ciaran O'Sullivan, a lecturer in the School of Mathematics & Statistics, was awarded the Lawson-Croft Award for Outstanding Achievement in Mathematics and Statistics Support. The Lawson-Croft Award recognises a member of the mathematics and statistics community for their outstanding achievement and excellence across a sustained period. For Ciaran, this was his immense contribution to mathematics and statistics support including his leadership roles in the IMLSN and his work co-ordinating the AIB Mathematics Learning Centre project to name but a few.



Ciaran O'Sullivan wins Lawson Croft Award

Professor Cliona Doris Appointed to Board of the National Concert Hall

Professor Cliona Doris, Senior Lecturer in Music at TU Dublin Conservatoire, was appointed for a five-year term to the board of the National Concert Hall. Professor Doris has broad experience with several national music organisations and internationally with the World Harp Congress. Her orchestral experience includes her former role as Head of Orchestral Studies at TU Dublin Conservatoire.



Professor Cliona Doris

Lecturers Win Town Centre Living Competition

Of the four winning entries in the RIAI Town Centre Living Competition, three were from TU Dublin. The architectural design competition encouraged architects and design teams to develop innovative designs for social housing projects in town centres, as supported by the government Town Centre First policy. The three winning entries were by TU Dublin School of Architecture, Building and Environment lecturers - Dominic Stevens, Dermot Boyd, Cian Deegan and Alice Casey.



A winning design from the RIAI Town Centre Living Competition

Fine Art Lecturer Shortlisted for the 2023 Golden Fleece Award

Barbara Knežević, an Assistant Lecturer in Fine Art at the School of Art and Design, was shortlisted for the 2023 Golden Fleece award. The award provides artists with the opportunity to develop their talents when, so often, art does not bring in a steady income. The prize fund for 2023 was €35,000, making the Golden Fleece Award the most generous art prize open to both visual artists and craftspeople in Ireland.

Home of the Year Judge

Amanda Bone, a Design Studio and Professional Practice Tutor at the Dublin School of Architecture, was back to judge the RTÉ Home of the Year 2023 series. The award-winning architect worked in Paris, New York and Dublin prior to establishing Amanda Bone Architects, a multi award winning architectural practice. Amanda specialises in one-off individual homes ranging from contemporary new builds to refurbishments of protected structures. This was Amanda's third year as a judge on the series.



Creative works by Barbara Knežević shortlisted for the 2023 Golden Fleece Award

Amanda Bone from TU Dublin Featured in RTÉ Home of the Year 2023



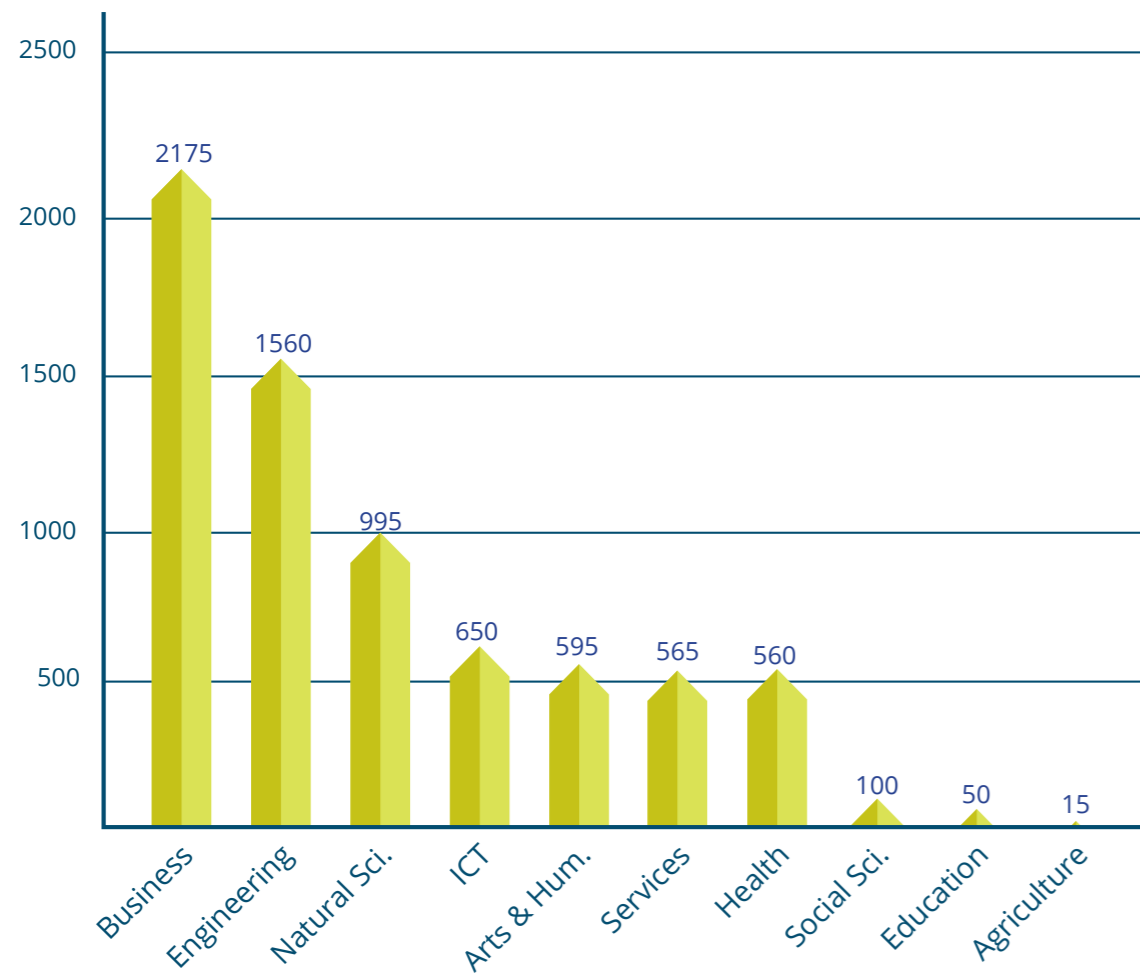
1.5 PEOPLE

Celebrating our Ambassadors

“We are committed to celebrating our Alumni in all walks of life”

TU Dublin proudly graduated almost 7,500 students in 2023, across all fields of study from Business to Arts and Humanities. We are the largest provider of Business and STEM graduates in Ireland, with 2,175 and 3,205 students respectively, entering the workforce. The HEA Graduate Employment Survey results confirm that 92.1% of TU Dublin graduates progressed to employment or further education within one year of graduation. Graduates are industry ready, having experienced a combination of theory, collaboration, and practical application.

Figure 5: TU Dublin Graduates by ISCED 2021/22



Graduation Ceremony Class of 2023



Chicago and San Francisco Alumni Events

In May 2023, the President and Alumni Office were delighted to visit Chicago and San Francisco to host graduates and guests at Alumni events in both cities. Establishing a footprint in the US is a strategic move to amplify the impact and influence of TU Dublin's alumni community. The United States serves as a hub for innovation, entrepreneurship, and diverse industries. By creating a presence there, alumni can tap into a vast network of professionals, potential mentors and job opportunities. Following both events, interested alumni were supported by the Alumni Office to form local networks, and both Chicago and San Francisco alumni networks now meet regularly.



Chicago and San Francisco Alumni Events

50 Year Reunion - Class of 1973

We were delighted to welcome graduates from the course of Laboratory Science 1973 to our Grangegorman campus for a reunion in October 2023. The reunion offered a unique opportunity for these graduates to reconnect, reminisce about their time spent working in laboratory science and reflect on the evolution of their respective careers. The group were treated to a tour of the labs in our Central Quad followed by a reception.



Class of 1973 Reunion

Graduate Achievements 2023

Craig O'Halloran Wins Architectural Technologist of the Year Award

TU Dublin graduate Craig O'Halloran was awarded the Chartered Architectural Technologist of the Year Award 2023. Craig previously received fellow membership of the American Chartered Institute of Architectural Technologists in 2021 for significant contribution to, and excellence in, Architectural Technology.

Craig completed his studies on the B.Sc. Architectural Technology with a distinction (1.1) in 2011 when he was also class representative and committee member of the Student Society Architectural Technology.



Craig O'Halloran awarded the Chartered Architectural Technologist of the Year Award

Guinness Storehouse's Chef Wins Aramark Ireland's Chef of the Year

Executive Chef Sean Hunter, graduate of TU Dublin and based in the Guinness Storehouse, has been announced Aramark Ireland's Chef of the Year 2024. He has now qualified to represent Aramark Ireland at the Aramark International Chefs Cup in Canada having won the final in November 2023. The annual competition, which showcases the exceptional talent of chefs across Aramark Ireland, saw nine culinary experts compete for the prestigious prize through a series of cooking challenges.



Executive Chef Sean Hunter wins Aramark Ireland's Chef of the Year

Isabelle Gallagher Announced as Head of Development for Quintain Ireland

Isabelle Gallagher was announced as the new Head of Development at Quintain Ireland. Isabelle began her third level studies in TU Dublin in B.Sc. Retail and Services Management and returned to complete her MBA in 2013 with a first-class honours. Her accomplished career spans over two decades and includes working as Development Director at Quintain, helping the organisation become Ireland's largest private homebuilder.



Isabelle Gallagher Head of Development for Quintain Ireland

World Silver for Ellen Keane in Manchester

TU graduate Ellen Keane secured a third medal on the final night of the World Para Swimming Championships in Manchester in August 2023. The Tokyo 2020 champion claimed a World silver in the 100 Breaststroke SB8 Final with a time of 1:21.43. The NAC swimmer touched the wall just 1.42 seconds behind gold medallist. The result for Keane also secured Team Ireland an all-important slot for the Paris 2024 Paralympic Games. Ellen graduated in 2020 with a degree in Culinary Entrepreneurship and was a participant of the Athlete Support Programme from 2014 to 2020.



Ellen Keane wins Silver at the World Para Swimming Championships

Katie Hannon Wins Kerry Person of the Year Award 2023

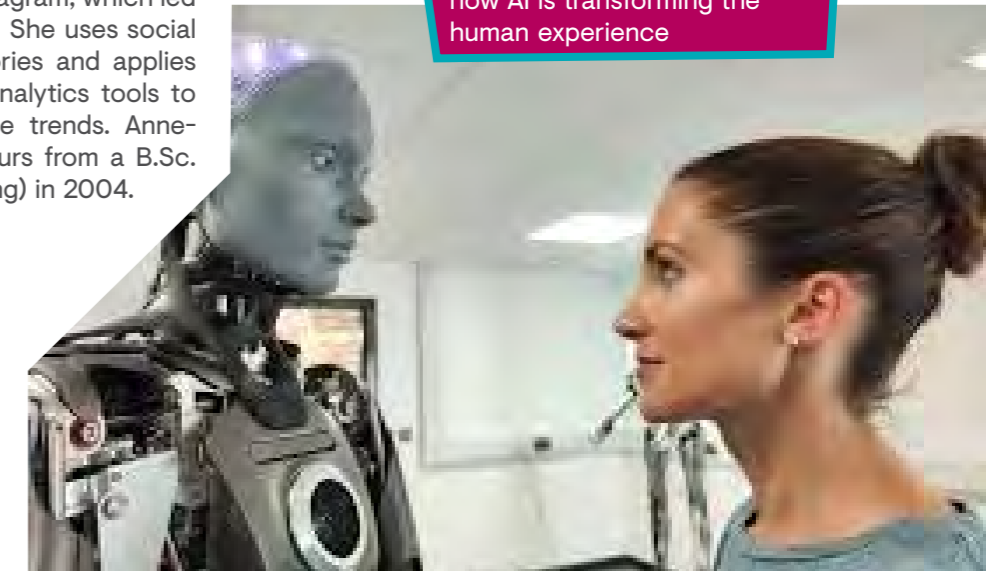
RTÉ journalist Katie Hannon was selected as the Kerry Person of the Year 2023. The award recognises an individual who has shown leadership, brought honour to the county, and performed services for the county to such an extent that could be described as beyond the norm of everyday life. On the night, particular reference was made to Katie's work on exposing allegations of sexual assault of women in the Irish Defence Forces in a special programme entitled Women of Honour in 2021. Katie graduate from a Bachelor of Arts at TU Dublin in 2009.



Katie Hannon wins Kerry Person of the Year Award

Journalist Explores How AI Technology is Shaping Our Future

Anne-Marie Tomchak examined how AI is transforming the human experience in a new documentary 'Game Changer: AI and You' screened by RTÉ and made in partnership with Science Foundation Ireland and Science Week. In 2014, she was nominated for a Radio Academy Award for Innovation after breaking a story about the 'offer' of illegal drugs on Instagram, which led to a change in policy by the platform. She uses social media to find, develop and break stories and applies traditional journalistic practices and analytics tools to report on the real stories behind the trends. Anne-Marie graduated with first-class honours from a B.Sc. Communications (Film and Broadcasting) in 2004.



Anne-Marie Tomchak examines how AI is transforming the human experience



Planet

Our Ambition...

We will be a powerhouse for living & breathing sustainability addressing the challenges facing the world and impact positively on the planet and people, with 'education' as the engine. We will do this through:

- » **Being a Beacon for Sustainability**
- » **Creating Responsible Global Citizens**
- » **Tackling Global Challenges**

2.1 PLANET

Being a Beacon for Sustainability

“We are committed to driving consciousness and understanding of sustainability”

As we transform to become one of the world’s most sustainable universities, TU Dublin is making huge advances as a leader and a voice for sustainability and climate action, promoting a new way of living and working that protects our planet for future generations. We advocate for and drive sustainability through our academic, research, operational and engagement practices, addressing societal challenges in collaboration with local, national and global partners.

Climate Action Roadmap

In 2023, TU Dublin published its first [Climate Action Roadmap](#) in March, with a subsequent update in September, as mandated by Government. The roadmap outlines the University’s response to reducing our environmental impact, increasing our knowledge and skills and developing solutions for mitigating climate change. TU Dublin has committed to becoming fully decarbonised across our Scope 1 and Scope 2 emissions by 2040. Since 2006, along with all public bodies in Ireland, TU Dublin has contributed data to the Sustainable Energy Authority of Ireland’s Monitoring & Reporting (M&R) platform, a tool used by the University to identify its baseline metrics for both carbon emissions and energy efficiency.

TU Dublin’s current baseline emissions are 9,971 tCO₂e and this sets our target for 2030 at 3,306 tCO₂e. This update to the Climate Action Roadmap reflects the latest reporting to the SEAI M&R reporting tool which indicates that TU Dublin’s GHG emissions have risen from 9,496 tCO₂e in 2021 to 10,895 tCO₂e in 2022. The 2021 reported emissions figures did not include the energy usage associated to the two newest buildings on the Grangegorman campus, the Central Quad, and the East Quad. The current reporting period has amended that omission. Significant work has been involved since publication of the first Climate Action Roadmap to ensure that buildings and meters reported to the reporting tool reflect the current buildings stock register since amalgamation of the three separate founding institutes into the new University structure.

TU Dublin’s Climate Action Roadmap sets out pathways for reducing GHGs and improving energy efficiency

together with other measures to achieve its targets for 2030 and 2050. With appropriate engagement, training, and investment, the University will rapidly reduce its environmental impact in line with government policy and the University’s ambitions.



Public Sector Climate Action Mandate Reporting

The National Climate Action Plan requires public sector bodies to report annual information on the four key areas outlined in Table 1. Further detailed information is available in the [TU Dublin Climate Action Roadmap](#).

Table 1: TU Dublin National Mandate Reporting

Reporting Area	Climate Action Roadmap
GHG emissions	Page 13, Section 1.2b - Our Targets
Implementation of the Mandate	Pages 11-17, Section 1.2b - Overview of Delivery
Sustainability Activities	Pages 14-15, Section 1.2b - Our Way of Working
Compliance with Circular 1/2020: Procedures for offsetting the emissions associated with Air Travel	Page 16, Section 1.2b - Our Way of Working

Green Flag Award

The Green-Campus Committee celebrated achieving the prestigious Green Flag in December 2023. TU Dublin is the first multi-campus University in Ireland to be awarded the prestigious Green Flag under a single application for all campus locations by An Taisce’s Green-Campus programme. Achieving Green Flag accreditation was a strategic milestone for the University.

During the three-year Green-Campus cycle, the Green-Campus Committee, together with the wider Green Team and over 50 external partners, progressed environmental action on campus under the major themes of Litter & Waste, and Energy, and minor themes of Transport & Travel and Biodiversity. As well as fostering a culture for pro-environmental behaviour, the committee was challenged to undertake an environmental review across five diverse locations, with 185 acres of campus grounds and 204,300 m² of accommodation in 47 buildings. TU Dublin is delighted to join the many campuses nationwide who are already flying the Green Flag.

TU Dublin raises its Green Flag



TU Dublin Green-Campus Key Achievements Green Flag Application 2023



33 student and 71 staff committee members across five campus locations



170k LinkedIn followers
24.4k Twitter followers
20.5k Instagram followers



Monthly newsletter delivered to 25k student and 3,500 staff inboxes



50+ External Engagement Partners



3,000+ Plastic bottles saved from one smart water fountain on the Grangegorman campus



TU Dublin aims to save 40t tCO₂e from photovoltaic solar panels



Volunteers planted 1,575 trees between 2022 and 2023



1 Green Lab certification with 8 in process



Ireland's 1st renewable district heating network at the Tallaght campus



Geothermal exploration at two campuses (the first of its kind in Ireland)



89% of students and 56% of staff commute through sustainable and active travel modes



TU Dublin has over 2,200 bike parking spaces and shower facilities at every campus location



Sustainability Education Committees running across three Faculties



Segregated waste streams at all campus locations



Activities happening throughout the year at all locations with an average of up to 50 monthly events

Féidearthachtaí as Cuimse
Infinite Possibilities

#TUDublinGreenCampus



Success in University SDG Impact Rankings

The Times Higher Education Impact Rankings are the only global performance tables that assess universities against the United Nations' Sustainable Development Goals (SDGs). In 2023, TU Dublin ranked in the Top 100 universities in the SDG Impact Rankings for three categories: SDG11 Sustainable Cities and Communities (33rd); SDG1 No Poverty (83rd); and SDG13 Climate Action (87th). Among Irish HEIs, TU Dublin ranked second under two SDGs: SDG 13 Climate Action and SDG11 Sustainable Cities and Communities. This success in the SDG rankings and on other indicators, demonstrates how the University is realising its strategic ambition to be 'A Beacon for Sustainability'.

Sustainability Events

TU Dublin hosted over 200 sustainability events in 2023, some of which are outlined in Table 2.

The launch of GLAS @ TU Dublin Community Gardens



Table 2: Examples of TU Dublin Sustainability Events 2023

Major Events Hosted	Highlights
European Commission REPower EU Panel Event (March)	TU Dublin hosted a hybrid panel discussion on behalf of the European Commission Representation in Ireland. The discussion focused on the challenges to achieve the 2030 and 2050 decarbonisation objectives, and how these may be addressed at national and EU level.
Green Week (March)	Green Week is an annual celebration of innovation and partnerships, a chance to debate ideas and to showcase a living lab for environmental sustainability. Events included: <ul style="list-style-type: none"> » Vegan Bake-Off » AI Enabling Net Zero » Clothes Swap & Coffee Event » Sustainable Literacy Escape Room » View full schedule
Community Gardens (May)	Mayor of Fingal, Howard Mahony, opened the new GLAS @ TU Dublin Community Garden on the Blanchardstown Campus. The garden provides a space for local community groups and schools to grow fresh produce, reconnect with nature, and foster a stronger sense of community.
ClimateLaunchpad (June)	ClimateLaunchpad is the world's largest green business idea competition, with over 50 countries participating. The competition was open to anyone with an early-stage green business idea, regardless of background, experience or sector.
Engineering Students Tackle Unsustainable Consumption and Production Practices (July)	Students from TU Dublin and Ulster University took part in a 5-day pilot summer school designed to equip them with the professional skills required to prevent unsustainable consumption and production patterns. Participating students created a product using circular economy principles and focused on sustainability in mobility and transport, which included learning about new manufacturing processes of aerostructures for commercial aircraft.
Climate Action Week (October)	Dozens of events and learning opportunities took place on campus for students, staff, and the wider community to progress the UN SDG agenda locally and nationally, with a particular focus on SDG 13 Climate Action. Events included: <ul style="list-style-type: none"> » Climate Fresk Workshop to learn the science behind climate change » Litter Pick Lunch Hour » Bike Repair Clinic » View full schedule
Walktober (October)	Walktober is a national annual Smarter Travel walking challenge. TU Dublin encourages students and staff to commute to and within campus using sustainable and active travel modes where possible. Participating groups were 3-6 people. The winning TU Dublin team took an average of 350,000 steps over the period.
Sustainability Innovation Challenge (November)	14 teams participated in the 2nd President's Sustainability Innovation Challenge. The two-day hackathon focused on the challenge of fast fashion. The prize winners won €1,000.
Education for Sustainable Development (December)	TU Dublin to host the 8th National Forum on Education for Sustainable Development. The forum focused on SDG 4 Quality Education - the objective of which is that by 2030 all learners will have acquired the knowledge and skills to promote sustainable development. Two ministerial departments were in attendance.



The 2nd President's Sustainability Innovation Challenge

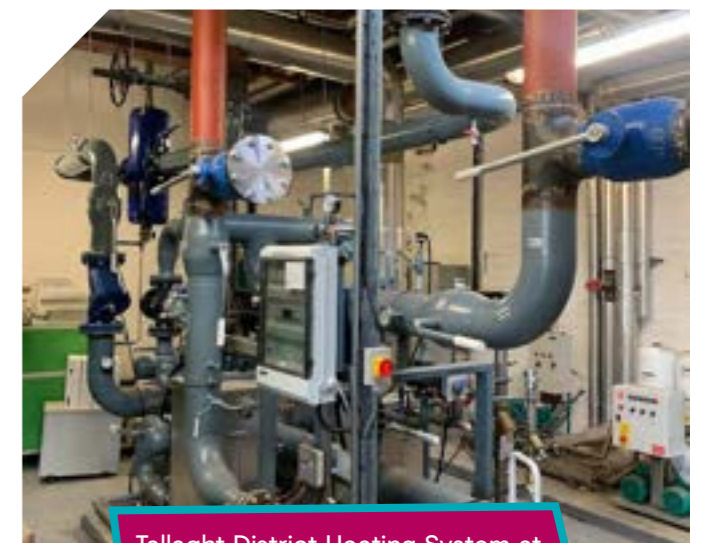
A Beacon for Sustainability Case Study

In September, TU Dublin was awarded €1m in Performance Funding from the HEA in recognition of its exceptional performance in developing renewable energy solutions and their impact across society. The University worked with public and private partners to deliver two major decarbonising initiatives - a district heating network on the Tallaght campus and a deep-bore geothermal heating system on the Grangegorman campus. These initiatives aim to generate a minimum of 70% renewable heating on site by 2030.

Over the last three years, TU Dublin has committed resources, through our people and utilising the campuses we own and operate, to invest in innovative solutions that combine technologies of district heating infrastructure, underneath our campus landscapes and buildings, and the prospects of deep and shallow bore geothermal renewable heating. The University has done this in close partnership with many organisations including Geological Survey Ireland (GSI), the Grangegorman Development Agency, Codema, Heatworks and our local authorities. It is estimated that in this first phase of the Tallaght District Heating Network delivery, the carbon emissions reduction in the Tallaght area will be over 1,500 tonnes CO₂ equivalent per year. The carbon emissions savings on TU Dublin's Tallaght campus amounts to a reduction of approximately 400 tonnes of CO₂e per year.

The Tallaght project is an exemplar project that can be replicated nationally using waste heat (data centres, industrial process and waste-to-energy). The geothermal investigations and project development on the Grangegorman campus has the potential to showcase the potential of deep (2-4km) geothermal energy, a technology well established on continental Europe but not exploited in Ireland to date. On the geothermal energy project, we continue to work closely with GSI who are drilling a second test well on the Tallaght campus.

These projects form part of a wider portfolio of solutions that address the wider risks of achieving our climate actions targets. This approach minimises the University's need to rely solely on the greening of our national electricity grid or for the roll out of mass-market large-scale renewable energy solutions.



Tallaght District Heating System at TU Dublin

2.2 PLANET

Creating Responsible Global Citizens

“We are committed to facilitating learning and knowledge-creation, fostering ambition and passion for sustainability”

Sustainability underpins TU Dublin’s Strategic Intent 2030 by aligning with the objectives and time horizon of the United Nations Sustainable Development Goals (SDGs) 2030, also known as the Global Agenda. This necessitates embedding sustainability into our activities through a whole of institution approach. The University has committed to ‘Creating Responsible Global Citizens’ who are described as ‘a new generation of TU Dublin graduates leading the sustainability agenda with passion and purpose’.

Our Strategic Plan target is that all staff and students will have engaged in sustainability education and training by 2028, and a University rating from the Association for the Enhancement of Sustainability in Higher Education’s (AASHE) [Sustainability Tracking and Assessment Rating System \(STARS\)](#) be achieved by 2027.

To embed sustainability through a whole of institution approach, we have developed a TU Dublin Sustainability Education Framework (SEF) that provides strategic alignment through a multi-level approach to advance this vision and implement government policy. Our SEF was drafted in 2023. It provides the overarching support for a whole of institution approach to embedding sustainability in the curriculum, recognising that maturity levels of sustainability education vary across the organisation.



TU Dublin launched its Sustainability Education Toolkit at the Connecting the Dots event

Launch of the Sustainability Education Toolkit

In June 2023, the TU Dublin [Sustainability Education Toolkit](#) was formally launched at the [Connecting the Dots Event](#), with over 100 TU Dublin teaching staff in attendance. The toolkit is designed to support academic staff to embed sustainability within the curricula, by providing them with a choice of educational resources relevant to sustainable development. In parallel, the University has put in place a dedicated Sustainability Team to champion the University’s aim of establishing TU Dublin as one of the world’s most sustainable universities. The Team comprises the functional areas of Sustainability Education, Campus Decarbonisation, Sustainability Intelligence and Societal Engagement. In addition, there are Sustainability Champions in the faculties and schools, supporting the work at local level. The University has also established synergies from initiatives being conducted under the TU Dublin SATLE project, the N-TUTOR national project, and the HCI-funded Building Change (Resilient Design Curriculum) initiative.

Sustainability Tracking and Assessment Rating System (STARS)

TU Dublin is working towards the use of [STARS](#), a transparent, self-reporting framework for colleges and universities to measure their sustainability performance. It is a worldwide benchmarking tool and about 600 institutions have earned a STARS-rating. The STARS reporting process enables institutions to create a baseline for continuous improvement. As part of the transformation to a single university, TU Dublin has developed a single integrated Programme & Module Catalogue (PMC), which means that we are now able to develop a baseline and to monitor sustainability education progress across the University. We aim to establish our indicators’ baselines by mid-2024 and to achieve a STARS rating by 2027/8. We are benchmarking against universities that have received gold and platinum STARS awards.

2.3 PLANET

Tackling Global Challenges

“We are committed to delivering deep understanding and new solutions to the planet’s challenges”

TU Dublin’s [Research & Innovation Strategy 2023-2028](#) provides an overview of research and innovation at TU Dublin. The strategy outlines how, over the next five years, we as a university will work with our partners to generate and apply knowledge to provide real solutions. Our five research priority areas, are aligned to the University’s Strategic Intent 2030 and the national research priority areas as set out in Impact 2030: Ireland’s Research and Innovation Strategy. They are:

- » Health and Wellbeing for a Thriving Society
- » Transformative Digital Solutions
- » Sustainable Food Systems and Environmental Protection
- » Materials and Technologies for Sustainable Transformation
- » Culture, Innovation and Inclusivity in a Changing Society

Growth in Research Funding

TU Dublin was successful in almost doubling its research award funding since designation (Table 3). Key contributors to the growth in research awards were the European Commission, Enterprise Ireland and industry. Research and Innovation catalyse the advances we make in enhancing quality of life and our understanding of the world around us, whilst also ensuring we deliver the next-generation scholars, leaders, scientists, engineers, and industrial entrepreneurs to sustain society into the future.

Table 3: TU Dublin Research Awards by Funding Agency

Funding Body	2019 (€ 000s)	2023 (€ 000s)	% change in the period
Dept. Ag, Food & the Marine	687	597	-13%
EU Commission	1,050	2,114	101%
Enterprise Ireland	1,169	5,556	375%
Gov Depts./Agencies	1,531	762	-50%
HRB	371	5	-99%
Industry	755	2,271	201%
IRC	570	777	36%
SFI	3,022	4,128	37%
Other	29	65	124%
Total	9,184	16,275	77%

Impact-Focused Research & Innovation

Many funding agencies nationally and in Europe now assess grant proposals for societal impact potential and are looking beyond traditional metrics of academic achievement to evaluate research excellence. In 2023, to support impact-focused research and innovation, a new Research Engagement and Impact Office was established at TU Dublin. It focuses on:

- » Developing research engagement, including through effective engagement with internal and external stakeholders on projects for societal benefit
- » Supporting researchers in raising their profile to secure mission-driven research funding
- » Planning for impact, for grant applications, as well as realising impact across the lifecycle of research projects
- » Improving dialogue with the public relating to research and its impact, and influencing policymakers to effect meaningful change
- » Promotion and communication of research outputs to stakeholders, demonstrating the value and positive impact of research.

Research Impact 2023

Raman Spectroscopy Improving Prognosis of Oral Pre-malignant Lesions

Oral cancer mostly develops from pre-malignant lesions (white and red patches). Early detection and treatment can provide a better prognosis for the patient. Currently, diagnosis and monitoring of lesions are based on invasive tissue biopsies and there is no test available that can predict treatment outcomes. Biochemical fingerprinting using Raman spectroscopy is carried out using brush biopsy and saliva samples and is minimally invasive. This data, together with clinical data, will be used to predict progression and/or treatment response. In 2023, the project received funding from Science Foundation Ireland’s Frontiers for the Future Programme to contribute new knowledge to solving problems faced by our society.

This project is a collaboration between Prof. Fiona Lyng and Dr Isha Behl of the RESC laboratory in the FOCAS Research Institute, with the Dublin Dental University Hospital (Dr Claire Healy, Dr Sheila Galvin), University Hospital Antwerp (Prof Senada Koljenović) and D Y Patil University (Dr Atul Deshmukh).

Air Pollution and Mortality in Ireland

Almost 1,000 lives a year could be saved on the island of Ireland if authorities adopt and meet WHO guidelines on air pollution. A major cross-border assessment revealed that around 2,600 premature deaths across the island of Ireland can be attributable to air pollution annually. The report Air Pollution and Mortality on the Island of Ireland found the biggest risk to life from air pollution is heart disease, with 980 heart disease and stroke deaths linked to the inhalation of harmful particles (particulate matter) caused by the burning of solid fuels. Some of the worst blackspots with the highest pollution levels were in the Republic of Ireland, with Limerick, Dublin and Waterford cities experiencing some of the worst air quality.

This project was carried out by Professor Patrick Goodman of TU Dublin with colleagues from Queen’s University Belfast and commissioned by the Irish Heart Foundation and British Heart Foundation Northern Ireland.



Creating Connections Through Play

TU Dublin research into social connectedness led to the development of a 10-week play programme with the aim of promoting sport participation for parents with young children. The establishment of the play programme has led to the development of an innovative interactive template for a Parent and Toddler Play programme, which promotes much more social interaction than the typical Parent and Toddler group. Analysis revealed the social need to build new relationships among young parents; the barriers to engagement in sports (timing of programmes and lack of childcare); the significant needs of non-native mothers/carers.

Researchers: Dr David Gaul and Dr Miriam O'Regan

Using AI to Protect Children Online

The N-Light project is an innovative artificial intelligence application to uncover patterns of online behaviour of perpetrators of child abuse and exploitation through child sexual abuse material from national hotline and child support services. The N-Light project will deliver a proof-of-concept tool to analyse data from hotline and child support services, for joint statistical analysis, correlations and pattern recognition. The project tool will apply state-of-the-art machine learning techniques to derive knowledge from real data. It will discover patterns of online child grooming and engagement, twinned with perpetrator patterns of content distribution and child grooming. These functions can be merged into other tools to support better evidence caseloads for detecting illegal activities while also informing education programs, policy and policing.

N-Light is a collaboration between TU Dublin, Ireland's national child agency (ISPCC), and Ireland's national agency for reporting illegal online content (Hotline.ie). The project is funded by the Safe Online Initiative of End Violence and the Tech Coalition, through the Tech Coalition Safe Online Research Fund.

Researchers: led by Dr Susan McKeever (P.I.) and Dr Christina Thorpe (Co-P.I.) and involves Dr Vuong Ngo (Data Scientist).



Creating Connections Through Play

Smart Care for Dementia

Dr Dympna O'Sullivan and her colleague Dr Julie Doyle, at [Netwell Casala](#) at the Dundalk Institute of Technology have co-designed and co-created an assistive technology toolkit for persons with dementia to support them to live independently in their own homes for longer. The toolkit incorporates an intelligent user interface, a sensor-based activity monitoring framework for the home environment, and from machine learning algorithms implements models for human activity recognition.

Fifty-five million people globally are living with dementia and an estimated 64,000 people in Ireland. With an ageing population in Ireland, the number of people with the condition will more than double in the next 25 years. Persons living with dementia have higher utilization of healthcare services and higher healthcare costs. The research is funded by [Science Foundation Ireland's Frontier's for the Future](#) programme and the toolkit is currently under trial.



Dr Dympna O'Sullivan with members of the Alzheimer's Society of Ireland and tPOT Research Group





Partnership

Our Ambition...

We will deliver shared impact developing the most connected university; cultivating a network of discoverers, creators and entrepreneurs; engaging with people that make things happen. We will do this through:

- » **Open Science, Open Innovation, Open to the World**
- » **A Tightly Connected Network**
- » **Being Global**
- » **Organisational Effectiveness**

3.1 PARTNERSHIP

Open Science, Open Innovation, Open to the World

“We are committed to developing and sharing knowledge openly, creating synergies with partners to optimise impact”

The world faces significant challenges relating to, amongst others, climate change, biodiversity loss, inequality, political instability and public health. TU Dublin seeks to ‘Create a Better World Together’ and make lasting contributions to technological, economic, social and cultural progress and create a positive impact for all. Solutions to the SDGs requires concerted efforts across society, with universities playing a key role in providing open and creative environments in which new ideas can be explored and tested.

OPEN SCIENCE

Sharing the outcomes and benefits of research and innovation activity beyond academia, with the wider community and society, is crucial to maximise its impact. We have employed best-in-class approaches across the University to improve internal and external communication of our research and innovation activity. Our performance in open access is captured below.



Transformative Open Research Initiatives

In 2023, our open science strategy was advanced through several initiatives. In September, Ireland’s five technological universities (TUs) launched a joint initiative, [TU-NET](#), to advance excellence in Open Research, making our research reproducible and accessible without additional cost to the public. This transformational initiative goes towards meeting the national target of 100% of taxpayer-funded research to be made available to the public by 2030. The initiative will increase the visibility and discoverability of the diverse, applied and near-to-market research typically undertaken in TUs and make it easier for other researchers nationally and globally to access and engage with their research outputs. As much as 75% of the research outputs of the TU sector are applied, like software and datasets, which are not published through traditional channels but have a significant research impact.



Ireland’s five TUs launch TU-NET Initiative to make publicly funded research easily accessible and reproducible

In addition, the ScienceDirect consortium, which consists of 16 members including TU Dublin, signed a three-year agreement to continue to support open access for research in Ireland. The agreement will ensure that 70% of articles from consortium member institutions whose papers are accepted for publication by Elsevier, a publishing house, will be done so on an open access basis. Students and researchers will have continued access to over 16 million publications from 2,500 journals published. It will ensure that cutting-edge research from Ireland and beyond is available to the community in an affordable and sustainable manner.

OPEN INNOVATION & ENTERPRISE

Our ambition is to inspire the next generation of entrepreneurs; to embed entrepreneurship in the curriculum and in our research activity and make it pervasive across the whole University. TU Dublin is one of the leading universities in Ireland in terms of our innovation portfolio. The University supports innovation in three ways - (i) through its Innovation Office for more established enterprises; (ii) through New Frontiers which supports early-stage entrepreneurs; and (iii) through GROWTHhub for student innovation and entrepreneurship.

i) Innovation Office Supporting Established Enterprises

TU Dublin, via TU Dublin Innovation, continues to provide best-in-class knowledge transfer support and services to industry and TU Dublin researchers, allowing TU Dublin research to be moved from lab to market (via licensing and spin-out creation) and opening our world class research capabilities and facilities to industry to engage in collaborative research.

The Dublin Region Innovation Consortium (DRIC), a knowledge transfer consortium led by TU Dublin with partners IADT, NCI and DIAS continued their record of being the leading knowledge transfer consortium within Ireland. The 2023 DRIC knowledge transfer outputs per €10M of research expenditure are highlighted in Table 4.

Table 4: DRIC Performance per €10m Research Expenditure 2023

Consortium	LOA	SO	RA<€25K	RA €25K - €500K	IDF	Patents Filed	Consultancy
DRIC	7.69	2.31	10.77	2.31	25.00	4.62	26.92

DRIC outperformed all other consortia for the number of licenses with industry executed, the number of spin-outs created, the number of inventions recorded and the number of patents filed.

Looking forward, TU Dublin Innovation has renewed its focus on the creation of “deep-tech” university spin-outs in line with national policy, with the target of being within the top three performers of any university in the country.

Spin-Out Case Studies 2023

Micron Agritech

Micron Agritech is a spin-out agricultural technology company dedicated to revolutionising rapid animal health testing through the innovative use of AI technology. The company raised €2.7 million in funding in 2023 and is positioning itself for further expansion in both the Irish and UK markets. The company's Micron Kit allows veterinarians to conduct on-site, rapid parasite testing on animals and delivers results to their mobile phones in minutes. Currently, it can take up to five days to receive the results of laboratory tests confirming the presence or absence of internal parasites, prompting many farmers to administer treatments without conducting prior testing and many choose to give a blanket 'dose' to the herd.



Micron Agritech founders and partners

Sustainable Biodegradable Food Packaging

'BioFreshPack' is at the forefront of revolutionising food packaging standards. Global food wastage stands at 1.3 billion tonnes annually and 753,000 tonnes in Ireland. A significant factor contributing to this wastage is the misinterpretation of date labels like 'best before', 'sell by', and 'use by' among consumers. BioFreshPack is an innovative, biodegradable food packaging system that integrates a natural freshness indicator. Derived primarily from agricultural waste, this packaging not only promotes environmental sustainability but also offers real-time freshness checks, targeting the issue of premature disposal of Ready-to-Eat products.

Researchers: Dr. Swarna Jaiswal (Principal Investigator from TU Dublin); Prof. Joe Kerry from UCC; Dr. John Colreavy from Meat Technology Ireland (MTI), the Societal Champion; and Dr. Amit Jaiswal and Dr. Sachin Sharma from TU Dublin. The project is supported by the Science Foundation Ireland National Food Challenge Fund-2023 and is part of Ireland's National Recovery and Resilience Plan.

Faculty of Engineering & Built Environment Team for BioFreshPack project and other collaborations within the Faculty of Science & Health



Collaboration in Developing VR Training for Workplace Safety

TU Dublin and BioPharmaChem Skillnet have jointly launched a cutting-edge VR programme tailored for workplace health and safety training in the BioPharmaChem sector. This marks their third successful collaboration, showcasing the transformative impact of immersive technologies. By simulating real-world scenarios, the programme enhances employee preparedness and responsiveness to potential hazards, contributing to a safer work environment. This innovative approach reflects the forward-thinking nature of both partners, driving industry standards and reinforcing Ireland's position as a global leader in health innovation.



TU Dublin and BioPharmaChem Skillnet jointly launched VR Training for Workplace Safety

ii) New Frontiers: Early-stage Entrepreneurs

New Frontiers is the national entrepreneur development programme, funded by Enterprise Ireland. The programme is designed for ambitious early-stage founders with innovative business ideas. The programme enables founders to bring their businesses from concept stage through to investment readiness.

In 2023, TU Dublin exceeded its annual average, supporting a total of 176 entrepreneurs through the phase 1, 2 and 3 programmes. 36% of the entrepreneurs who participated in our programmes in 2023 were females. There is a dramatic shift in applications towards impact businesses and sustainable investments, where startups are problem-solving global environmental challenges

and leveraging the latest emerging technologies for leaner, more efficient business processes in scaling.

New Frontiers at TU Dublin is at the forefront of cutting-edge emerging technologies, attracting talent from high potential startups including sectors Software, Engineering, Food and Beverage Innovation, Med Tech, Fin Tech, Sports Tech, Wellness Tech, Augmented Reality, Virtual Reality, Artificial Intelligence, Blockchain, Green Tech and Sustainability. The programme supports the University in delivering our regional development remit by supporting entrepreneurs to generate employment, to scale internationally and to create economic impact in the regions served by the University.

TU Dublin New Frontiers 2023 in a Snapshot

114 New Frontiers Phase 1 Participants

46 New Frontiers Phase 2 Participants

16 New Frontiers Phase 3 Participants

62 Female Founders; 108 Male Founders

11 New Frontiers at TU Dublin Founders were successfully awarded Enterprise Ireland PSSF investment of up to €100,000 each.

- » Eoin Tuohy of Sports Impact Technologies (Graduate of 2023 Phase 2)
- » Shane Fay of Zenbundle (Graduate of 2023 Phase 2)
- » Laura Downes of My Wedding Wiz (Graduate of 2023 Phase 2)
- » Seán Kirwan of MedWrite (Graduate of 2023 Phase 2)
- » Petter Blennerhasset of Blynksolve (Graduate of 2022 Phase 2)
- » Emma Keogh of Equieire (Graduate of 2021 Phase 2)
- » Conor Motyer of Brace (Graduate of 2021 Phase 3)
- » Steen Gordon of WavescopeAI (Graduate of 2022, Phase 2)
- » Stephen O'Dwyer of TrojanTrack (Graduate of 2021, Phase 3)
- » Deirdra Schroeder of Good Brew (Graduate of 2022, Phase 3)
- » Nipun Kathuria of Smile Genius (Graduate of 2022, Phase 3)

Some funding highlights from 2023:

- » Samanta (Founder Philippa Kelly) secured a SAFE agreement of €85,000
- » Taly Subscriptions (Co-Founder Kerri Sheeran) raised \$750,000 from angel investors that include Irish entrepreneurs Jack Pierse, cofounder of Wayflyer, and former CarTrawler CEO Mike McGearty
- » BlynkSolve (Co-Founder Peter Blennerhasset) secured €100,000 from NDRC
- » Persuva (Founder Peter Horvath) raised €100,000 from Growing Capital and another angel investor
- » Smile Genius (Co-Founder Nipun Kathuria) received a first of its kind match funding from Growing Capital to the PSSF funding awarded, raising it to €200k
- » Gladcloud (Founder Keith Curley) team of 22 hit €1.9 million revenues in funding and was voted one of Ireland's top 100 most ambitious companies
- » Capella (Co-Founder Criona Turley) software which has been adopted by the Dept of Social Protection, Public Jobs.ie, the ESRI, Barnardos, and Let's Get Checked. The start-up is aiming to create 30 jobs by the end of 2024
- » Positive Carbon (Co-Founder Aisling Kirwan) awarded Enterprise Ireland Competitive Start Fund (CSF) in 2020 and backed by German pre seed Venture Capital Firm APX, Co-Founders Aisling Kirwan and Mark Kirwan have gone onto to raise €2.3m in a seed round for the start-up led by Business Venture Partners (BVP) EIS Fund with participation from Heartfelt, Gateway Ventures and Enterprise Ireland in 2023
- » Trojan Track (Founder Stephen O'Dwyer), awarded CSF and PSSF, were accepted onto Further Pre Seed-Start Accelerator and announced a series A round of €600k in 2023
- » WavescopeAI (Co Founder Steen Gordon) was assigned a DA with early stage HPSU and was accepted onto the Further Pre Seed-Start Accelerator

New Frontiers Case Studies 2023

Positive Carbon to Reduce Food Waste

Aisling Kirwan of Positive Carbon is a graduate of the 2020 New Frontiers Phase 2 Programme at TU Dublin. Positive Carbon provides an innovation solution to track, manage and reduce food waste for the food service industry. With real-time analytics, CO2 calculation and a comprehensive learning platform, the startup helps businesses save on costs and achieve sustainability goals. Awarded Enterprise Ireland Competitive Start Fund (CSF) and backed by German pre-seed Venture Capital Firm APX, Co-Founders Aisling Kirwan and Mark Kirwan have gone onto to raise €2.3m in a seed round for the start-up led by Business Venture Partners (BVP) EIS Fund with participation from Heartfelt, Gateway Ventures and Enterprise Ireland in 2023.



Aisling Kirwan of Positive Carbon

Sports Impact Technologies

Eóin Tuohy of Sports Impact Technologies graduated from New Frontiers at TU Dublin in March of 2023. His company is developing a sports wearable that detects all head impacts as they happen. Eóin was the winner of TU Dublin Pitch Perfect competition in 2023. Sports Impact Technologies then went on to become an ESA BIC client company securing two years incubation and funding. Towards the end of 2023, the startup was awarded Enterprise Ireland's PSSF and is now raising €500k of investment which they will use to bring the product to market.



Eóin Tuohy of Sports Impact Technologies

Persuva an AI-powered Platform for Businesses

Peter Horvath, founder of Persuva is a recent graduate of the 2023 New Frontiers Phase 2. Persuva is an AI-powered platform tailored for businesses, focusing on crafting persuasive, high-converting ad copy to boost revenue and growth. Under Peter's leadership, the company has successfully raised €200,000. This funding includes €100,000 from Enterprise Ireland's Pre-seed Startup Fund (PSSF) and matched investments from Growing Capital and an angel investor. Leveraging this initial capital, Peter's strategic vision includes securing an additional €500,000 in funding by the end of 2024 to propel Persuva's innovative approach to the forefront of the advertising industry.



Peter Horvath Founder of Persuva

iii) GROWTHhub: Student and Teaching Innovation and Entrepreneurship

GROWTHhub is a collaborative initiative between TU Dublin and South East Technological University (SETU), funded by the Irish Government under the Human Capital Initiative. Its mission is to encourage students and work-based learners to develop an entrepreneurial mindset for new ways of thinking, education, research and partnership engagement and stimulates a culture of idea generation, exploration and implementation.

Supporting Student Entrepreneurship

Partnering with the Enterprise and Engagement Unit, GROWTHhub expanded TU Dublin's student entrepreneurship accelerator [ivenTure](#), with support from the HEA Entrepreneurship Education Fund. ivenTure is a three-week bootcamp student entrepreneurship accelerator through which TU Dublin students develop their enterprise idea through a series of workshops and mentor supports. During the grand final students pitched their new ventures to a panel of experienced entrepreneurs and experts.

Additional supports to assist student entrepreneurship included a series of enterprise ideation workshops and Enterprise Idea Clinics and Pitch Clinics, where students could access feedback and advice on their enterprise ideas. GROWTHhub also continued to grow its cadre of Entrepreneurial Ambassadors with Paul O'Dea (Select Strategies), Sohini De (Empeal), and Oisín Lennon (Danu Sports) coming on board to provide mentoring support to students.

TU Dublin students participated in the GROWTHhub [IMMERSE Student Start Up Internship Programme](#). IMMERSE places TU Dublin students with entrepreneurial ambitions in paid internships in start-up and early-stage enterprises. Nineteen enterprises participated in IMMERSE in 2023, including start-ups located at TU Dublin incubators and the Guinness Enterprise Centre.

In addition to these programmes, GROWTHhub delivered workshops to over 3,000 students in 2023 in areas such as Ideation, Design Thinking, New Venture Planning, Team Formation and Persuasive Presentation Skills. It also hosted many guest speaking events with leading entrepreneurs such as Susan Spence (SoftCo) and Gareth Sheridan (Nutriband). GROWTHhub also partnered with the School of Marketing and Entrepreneurship to deliver climate entrepreneurship programmes to transition year students at several schools across Dublin.



TU Dublin ivenTure Student Entrepreneurship Accelerator Programme

- Supporting Teaching Innovation

Supporting and promoting teaching innovation relating to entrepreneurship is a key objective of GROWTHhub.

GROWTHhub's Entrepreneurship Education Bursaries support the design and development of pedagogical resources, from any discipline, that supports the different stages of student entrepreneurial learning and development pathways. The third round of bursaries in 2023 supported 12 diverse and innovative faculty-led projects including virtual escape room games to support development of creativity and problem solving, use of virtual reality to support persuasive pitching, design of interventions to support scaling of social enterprises, ideation, and pedagogical supports to design more sustainable supply chains.

GROWTHhub also launched TU Dublin's first Digital Badges in Entrepreneurship and Innovation. Design Thinking is a proven framework, process, and mindset for delivering solutions for some of the world's toughest challenges. The online Digital Badge in Design Thinking Fundamentals introduces students to the principles and structure of design thinking processes. Additional resources have been developed to equip lecturers with the knowledge and resources needed to implement Design Thinking principles effectively in their teaching practices. The Digital Badge in Entrepreneurship recognises competences developed in any context – enterprise, cultural, social, and sustainability. Students may have developed their entrepreneurship competences through various engagements and the Digital Badge facilitates academic recognition of this learning.

In November 2023, GROWTHhub hosted the 2nd Entrepreneurship Education: Share & Learn Symposium at TU Dublin. The event brought entrepreneurship educators from across the island together to share their entrepreneurship education innovations and pedagogical practices, with over 20 presentations.

- New Entrepreneurship Programmes

February 2023 saw the first cohort of Workday senior leaders commence the Entrepreneurial Leadership programme. The programme development is a partnership between the TU Dublin Graduate Business School and GROWTHhub. It involves Director level and VP level leaders at Workday's Dublin site developing growth opportunities for the Workday business areas. Designed with input from Workday's corporate leadership, the programme is supported by IDA Ireland and incorporates pedagogical innovations developed through GROWTHhub bursary projects. Two cohorts completed the programme in 2023, with two more cohorts scheduled to commence in 2024. Design work also commenced on the development of an Emerging Leaders programme.

Launched in December and with the first cohort of students starting in January 2024, NEIC Kickstart is a 10-week programme that offers an opportunity for young people from the North East Inner City area of Dublin to develop their business idea while also preparing them for a career in self-employment. NEIC Kickstart involves a partnership between TU Dublin GROWTHhub working with the School of Marketing and Entrepreneurship, the Dublin NEIC Task Force, Inner City Enterprise, the Open Doors Initiative and Dogpatch Labs. It combines a structured training programme and mentor support, and graduates will receive a Certificate in Entrepreneurship from TU Dublin upon completion.



At the end of 2023 it was confirmed that GROWTHhub and the Enterprise Academy, collaborating with University of Galway, Queens University Belfast, and University College Cork, will deliver **SME Growth Net**, the InterTrade Ireland supported initiative to enhance SME leaders' capabilities, advance their innovation routines and deepen collaborations between SME's across the island of Ireland. The programme will commence in 2024.

3.2 PARTNERSHIP

A Tightly Connected Network

“We are committed to making things happen through drive and imagination in close partnership with stakeholders”

TU Dublin spearheads an integrated learning network, harnessing synergies through extensive partnerships in Ireland and across the globe. Our commitment to collaborative research and education endeavours facilitates the creation of practical solutions for real-world challenges. With over 200 academic programmes operating in conjunction with our industry partners, professional bodies, Springboard, Skillnet, private enterprises and community and public sector organisations, TU Dublin ensures the relevance and quality of its programmes and develops innovative solutions to real-world problems.

With more than 85 enterprise partners involved in flagship projects like [Convene](#), [GrowthHub](#) and [Resilient Design Curricula](#), TU Dublin is leading the way in forging impactful partnerships. Our educational offerings, including our degree programmes, continuing professional development courses, and training initiatives. They are developed in collaboration with esteemed national and international partners such as the Royal Hibernian Academy, Institute of Professional Auctioneers and Valuers, Screen Ireland, Shanghai Biopharmaceutical Industry Association, Irish Air Corps and many more. Below are some noteworthy partnership developments from 2023.

ACADEMIC PARTNERSHIPS

Partnering with Normandy Higher Education Institutions to Support Regional Economic Development

In February 2023, the Irish technological universities and institutes of technology signed a declaration of intent with french higher education institutes in Normandy. The initiative aims to foster mutually beneficial partnerships that support regional economic development through student and staff mobility, as well as the mobility of doctoral students and establishment of co-supervised theses. The thematic areas of interest include the climate agenda, digital transformation, entrepreneurship and Arts & Humanities. There are a total of 18 institutes involved in the agreement.



Representatives from Normandy and Irish higher education institutions celebrate the signing of a declaration of intent

Partnership to Meet the Skills Needs for Cervical Screening

In June 2023, the first graduates of the Certificate in Molecular Cervical Cytopathology (Level 9) programme were conferred. The programme was jointly developed and delivered by the School of Biological, Health, and Sports Sciences, and the Cellular and Molecular Cytopathology Training School at the Coombe Hospital, in partnership with CervicalCheck. This CPD programme provides specialist training to facilitate the extended role of Medical Scientists in Molecular Cervical Cytopathology to meet the skills needs for the cytopathology cervical screening programme. The School looks forward to continued collaborations with the Coombe Hospital in expanding its portfolio of advanced practice programmes for Medical Scientists to meet the needs of the profession and advances in healthcare delivery.



The first graduates of the Certificate in Molecular Cervical Cytopathology Programme

COMMUNITY OUTREACH

Over the past year, TU Dublin has remained steadfast in its commitment to fostering meaningful collaborations that extend beyond the confines of our campus, to enriching the communities we serve. From pioneering research projects that address community needs to immersive experiential learning opportunities that empower our students to make a difference, each initiative underscores our shared commitment to creating positive change.

Best Education Outreach Award

TU Dublin continued to collaborate with [Basis.Point](#), a charity that works with educational institutions to combat educational disadvantage. The University delivered a Junior Cycle Workshop Programme that gives students from disadvantaged backgrounds the opportunity to experience college through hands-on workshops and activities on site. In addition to our existing programmes in areas that include graphic design, business, electronics, robotics, renewable energy and music, we added a new workshop in biomechanics and extended our product design and sports and wellbeing offerings. The ‘[Sport for Life](#)’ programme was shortlisted for the [Education Awards 2023](#) under the category of Best Education Outreach Award.



Students attend the ‘Sport for Life’ Junior Cycle Well-being Programme on the Grangegorman Campus

Supporting Healthy Ageing

ExWell Medical is a social enterprise whose mission is to transform the lives of people with chronic illness through community-based exercise programmes. TU Dublin developed a partnership with Exwell medical to promote research and education, and deliver community-based exercise programmes, leveraging the activities of both partners. The partnership provides research and education opportunities for students at TU Dublin, including students on Sports Science

and Health programmes, which focus on the medical aspects of physical activity, and the general concepts of physiology, medical science, nutrition, health, and related training.

At the inaugural ExWell Medical Health Fair, about 500 people over the age of 65 gathered from around the country in the new Sports Centre on the Tallaght campus to celebrate and promote exercise participation. The day consisted of two exercise sessions and educational talks and marked the arrival of the ExWell programme on a regular basis to the TU Dublin campus.



ExWell Medical Health Fair at TU Dublin Tallaght Campus

Enriching the Cultural Landscape

An important ambition of TU Dublin is to contribute to the cultural landscape of the local community, including through the TU Dublin Conservatoire, which offers performances, concerts and recitals that enrich the cultural life of local communities. These events often showcase talented musicians and artists, exposing community members to diverse musical styles and performances that inspire a love for music and foster musical talent among young people.

In July, TU Dublin welcomed around 7,000 people to the Grangegorman campus for the [Leinster Fleadh](#) - a week-long celebration that showcased the very best of traditional Irish music, song and dance. The TU Dublin Conservatoire was represented, with performances by some of the University's musicians - [Mark Redmond](#), [Kevin Glackin](#), [Helen Lawlor](#), [Odhrán Ó Casaide](#), [Kieran Hanrahan](#) and [Neil Dignam](#).



Students Learning with Communities

TU Dublin's award-winning Programme for Students Learning with Communities celebrated the outstanding achievements of students and community partners who worked together on innovative real-life projects to address community goals and the United Nations SDGs - such as poverty, inequality, climate change, environmental degradation, peace and justice.

Examples of this year's projects included:

- » Second year Social Care students worked with the HSE Health & Wellbeing Unit to develop a toolkit for them to use when reviewing resources for the self-management of chronic diseases, to ensure the resources are culturally diverse and inclusive.
- » First year Medical Science students worked with local primary DEIS Schools to design fun scientific experiments for children as part of the 'Seeds of Science' initiative.
- » Fourth year Marketing students worked with charities to enhance their digital marketing, including the organization Mary's Meals.



Students Learning with Communities Annual Awards 2023

INDUSTRY PARTNERSHIPS

TU Dublin, like many universities, engages with industry in several ways to foster collaboration, innovation and knowledge exchange. These partnerships facilitate the alignment of curricula with industry needs and help students acquire relevant skills and knowledge for future employment. The University collaborates with industry partners to offer placement and internship opportunities to students, which provide valuable hands-on experience and exposure to real-world challenges and practices, while allowing industry partners to identify and recruit talent.

TU Dublin's engagement with industry fosters mutually beneficial partnerships that also benefit society. Some examples of industry engagement in 2023 are outlined below.

TU Dublin Enterprise Academy

The TU Dublin [Enterprise Academy](#) works with enterprises across all sectors and business types to address sector-specific, cross-sector and transversal skill needs. The Academy takes an innovative approach to collaborative talent development for workplace learners, through offering micro-credentials, mentoring, work-based learning and recognition of prior learning. Several initiatives, outlined below, were supported through the Enterprise Academy in 2023.

- Screen Ireland

The Enterprise Academy, with Screen Ireland and the School of Media, held a graduation ceremony for the inaugural graduates of Passport to Production at the Irish Film Institute in April. The ceremony saw 45 graduates receive certificates, having completed the programme and work placements across high-end film and television productions, such as *The Banshees of Inisherin*, *Disenchanted*, *The Wonder*, *Vikings: Valhalla* and *Cocaine Bear*.

Organised by Screen Ireland, the Enterprise Academy and TU Dublin's School of Media, the ceremony builds on the memorandum of understanding signed by the two organisations earlier this year on the co-development of accredited talent development programmes and career pathways to support screen sector growth. The Enterprise Academy co-led the curriculum design phase of the BA (Hons) in Screen Industry Practice RPL project in conjunction with the School of Media, for validation in 2024.



- Future Talent Forum

In June the Enterprise Academy hosted its inaugural Future Talent Forum to drive transformative partnerships through innovative enterprise-led engagement and foster a community of talent development professionals from across enterprise and academia. Attended by over 120 talent development professionals, sessions explored critical learning design principles and workforce trends including transversal skills, generative AI, applied assessment and the value of accredited education. Key content from the event has been released as series of weekly podcasts from September 2023.



Future Talent Forum 2023

- Workday

In June the Enterprise Academy hosted Workday's Business Product Acumen programme, which is designed to build leadership capacity and create pathways into Product Management from across the organisation. Nearly 300 Workday employees attended, and a second programme is planned for March 2024.

Separately, Workday announced €2 million in funding to establish a new Chair of Technology & Society at TU Dublin, the first of its kind in Ireland. Workday is a leader in enterprise cloud applications. This seven-year commitment will see the creation of a new pioneering research unit in Grangegorman. It will examine the intersection of technology and society, across topics ranging from Artificial Intelligence to STEM. The funding will support the Chair role and eight additional roles, including five PhD students and three staff members.

Ocuco Joins Leading Partners of the National Optometry Centre

The National Optometry Centre (NOC), is a state-of-the-art centre located on the Grangegorman campus. In 2023, Ocuco, the specialist eyecare software company, provided substantial funding to secure the most up-to-date equipment for the Centre. This initiative will ensure optometry students receive the highest standards in practical and technical education. Students will also benefit from increased exposure to Ocuco's range of products. Leo McCanna, founder and CEO of Ocuco is a proud TU Dublin graduate.



Student Optical Fair 2023



Transforming Tomorrow – TU Dublin partners with Diageo



A new Aircraft Engineering and Maintenance Apprenticeship programme announced

Transforming Tomorrow – A Partnership with Diageo

Diageo announced its support for 'Transforming Tomorrow', TU Dublin's campaign to deliver state-of-the-art learning facilities for culinary, beverage and hospitality students. The partnership, which includes a €200,000 donation over ten years, will also enable greater access to learning opportunities in hospitality at TU Dublin for individuals from marginalised groups, including access to a Certificate in Hospitality Studies. The 13-week, full-time programme commenced in September and provides students with the opportunity to do a three-month work placement upon completion.

New Aircraft Apprenticeships

Emerald Airlines, the regional franchisee of Aer Lingus, announced a new Aircraft Engineering and Maintenance Apprenticeship, developed and delivered in partnership with TU Dublin and SOLAS. The four-year programme provides an opportunity for budding engineers to gain hands-on experience in a combination of classroom learning and practical experience, while becoming fully qualified Aircraft Engineers. Successful applicants who complete the programme will have the opportunity to forge their career at Aer Lingus.

3.3 PARTNERSHIP Being Global

“We are committed to ensuring that TU Dublin becomes a global technological university”

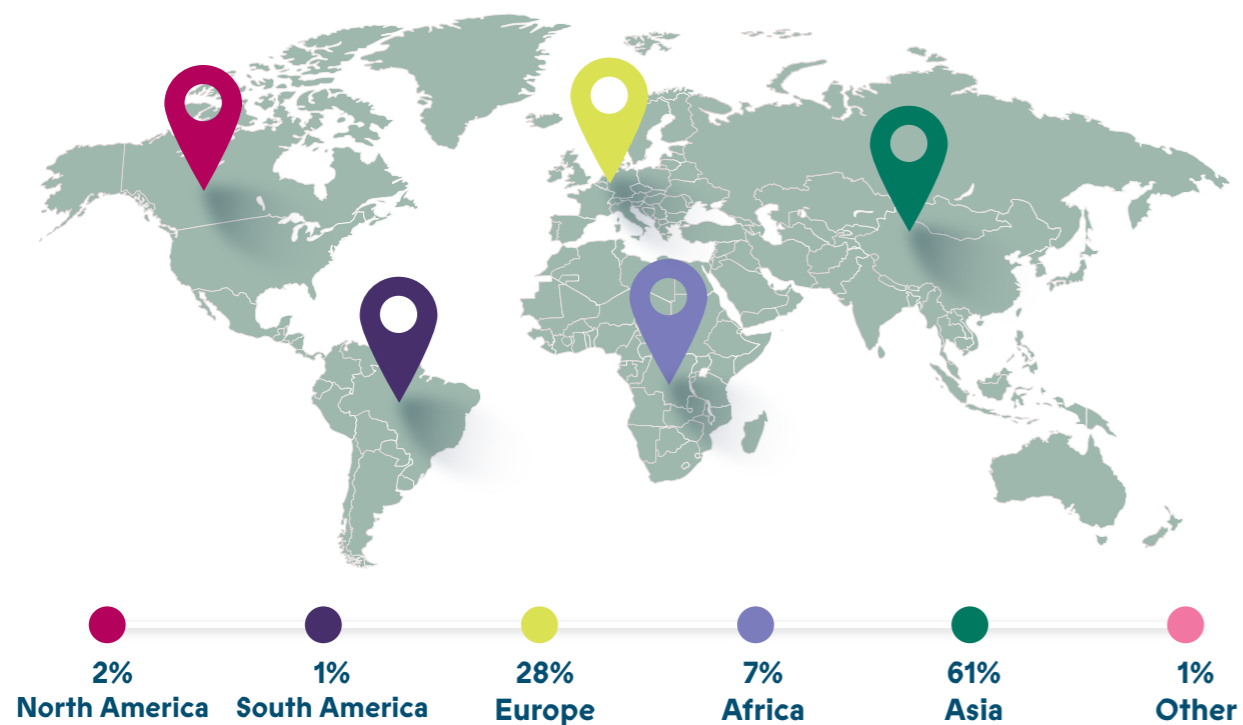
TU Dublin provides a rich multi-cultural educational environment for staff and students. The University collaborates widely, including with universities and higher education institutes in Europe, the United States, Brazil, China, India, Malaysia and Indonesia. We are committed to enhancing our educational and research capabilities, informed by international best practice, and to embedding internationalisation in all aspects of the University, assisted through our strategic international collaborations.

Our International Students

In 2023, we had over 3,000 international students from over 100 countries (Figure 6). In addition to our Non-EU students that pursue their studies with us in Dublin, there were more than 1,000 students that studied on our overseas programmes. Our Chinese cohort of students includes students studying on collaborative programmes in partner institutions in Hainan, Shanghai and Nanjing.

As TU Dublin continues to embed internationalisation in the University, it continues to grow its Erasmus+ programme, an EU flagship education and training programme in the third level education sector. TU Dublin has historically had one of the highest numbers of outgoing students. In 2022/23 there was a 23% increase in incoming students and the number of outgoing students increased by 32% with almost 879 TU Dublin students availing of at least one semester abroad.

Figure 6: TU Dublin International Students by Origin 2022/23



European University of Technology EUt+

A key global partnership for TU Dublin is the European University of Technology (EUt+) alliance, which has been in existence for three years. The alliance was established as part of the European Universities Initiative with the aim of encouraging greater strategic collaboration and mobility between European institutions. EUt+ was one of 41 alliances which was selected to enter a three-year pilot programme.

In 2023, EUt+ applied for a second four-year phase of funding, titled EUt+ Accelerate. It was successful, receiving the highest score of all the European alliances (96%). The next phase of the programme will build on the successes to date and will see a ninth partner from Italy joining the alliance. In April, TU Dublin hosted over 100 participants from the alliance partner over three days.

- » Bulgaria: Technical University of Sofia (TUS)
- » Cyprus: Cyprus University of Technology (CUT)
- » France: University of Technology of Troyes (UTT)
- » Germany: Hochschule Darmstadt, University of Applied Sciences
- » Latvia: Riga Technical University (RTU)
- » Romania: Technical University of Cluj-Napoca (UTCN)
- » Spain: Polytechnic University of Cartagena (UPCT)
- » Italy: University of Cassino and Southern Lazio

ECT Lab+ a EUt+ Initiative

The European Cultural and Technology Lab (ECT Lab+) received its first Marie Skłodowska Curie Action (MSCA) award. ECT Lab+ within EUt+ aims to create critical mass in research in the arts, humanities and social sciences. The focus of the project, which is being led by TU Dublin, is on epistemology at the intersection of arts, science and engineering. The proposal scored an exceptionally high 92.6%. In conjunction with the nine members of EUt+, associated partners include Appo (France), Baltan (the Netherlands), Sarvanjanik Education (India), Instead (Spain), GSI (Germany) and DX (USA).



Society for Engineering Education (SEFI) Conference

TU Dublin invited leading experts from around the world to the Society for Engineering Education (SEFI) Annual Conference 2023, to explore engineering education for sustainability. SEFI is renowned as Europe’s largest scientific gathering dedicated to Engineering education. Professors, students, industry and professional organisations attended to explore and exchange ideas on the future of engineering education and research. Discussions focused on engineering education for sustainability and the dynamic intersection of engineering and Artificial Intelligence (AI).



Society for Engineering Education (SEFI) Annual Conference at TU Dublin in 2023

TU Dublin Brand Campaign

Investing to build our brand is integral to attracting students from around the world to TU Dublin. It also engages the many talented staff and enterprise partners that we need to thrive as one of Ireland's largest universities.

In October TU Dublin unveiled its first brand campaign, marking a significant milestone since the initial launch of the University. The campaign will run over three years. It highlights TU Dublin's combination of theory, collaboration, and practical application to create a better learning experience for students, using the tagline "Go Beyond Learning".

The campaign was filmed using a unique mix of media styles by combining filmed footage and animation. It showcases locations across Grangegorman, Tallaght, and Blanchardstown, and features a wide range of disciplines including computing/multimedia, science, engineering, business, and music as well as sports and social activities.

The initial phase of the campaign was broadcast across TV, video-on-demand and YouTube, as well as leading social media channels. Throughout the academic year 2023/24 the campaign will reach 90% of Irish adults, two-thirds of them on five or more occasions.

TU Dublin Brand Campaign Images



3.4 PARTNERSHIP

Organisational Effectiveness

“We are committed to ensuring the operations of the University are sustainable and entrepreneurial”

TU Dublin aims to be one of the most flexible universities in meeting the needs of its stakeholders. In 2023, the University officially completed the Organisational Design project, establishing an integrated university structure. In addition to providing a more adaptive and efficient operation, the new structure will result in improved collaboration with external partners; a focus on multi-disciplinary learning; enhanced supports to enable students and staff reach their full potential. The structure will also provide the University with the ability to capitalise on research strengths and continue with ground-breaking research contributions.

The Organisation Design Project was a significant development in TU Dublin's journey to becoming an integrated single University. The third phase of the project, the Transition Phase, took place over 2022-2023. The establishment of a new Faculty and School structure was a significant milestone in 2022 and over the course of the subsequent year the assignment of Academic Management, Heads of School, Heads of Discipline and School Operations Leads were appointed. In addition, a new governance and decision-making framework was established.

The project was funded through the Technological Universities Transformation Fund (TUTF), which supported the development of technological universities and assisted them in meeting the mandate set out for TUs. Over the course of three years over 500 engagement events were held with over 10,000 attendees. Although the organisational design project officially concluded, the processes by which the University operates will continue to be refined and evolve to achieve efficiencies.





4. Institutional Quality Review

All Irish higher education institutions are periodically reviewed by Quality and Qualifications Ireland (QQI) from a quality assurance and enhancement perspective. This review takes place through a cyclical process known as CINNTE, the Irish word for ‘certain’.

TU Dublin completed a critical self-evaluation process in October 2021. In May 2022, QQI published the [TU Dublin Institutional Review Report 2022](#), in which the Review Team, which comprised of national and international experts, commended TU Dublin on its progress since its establishment. The Panel also made recommendations for the future development and transformation of the University. Academic Affairs led the development and approval of the Institutional Action Plan in response to the Independent Review Team, under the guidance of the Academic Quality Assurance & Enhancement Committee. The Plan was forwarded to QQI in December 2022.

TU Dublin has continued to work towards the completion of its Institutional Action Plan. In December 2023, a [CINNTE Review Follow-up Report](#) was submitted to QQI, outlining progress during the year. The report provides an updated Action Plan that reflects the wide range of completed and ongoing projects and initiatives in TU Dublin. It is focused on the development and implementation of unitary policies, regulations and supports.

Aligned to objectives within our Strategic Plan, the key actions within the CINNTE Institutional Action Plan are to:

1. Implement the University’s EDI strategy and component actions
2. Conduct a comprehensive programme portfolio review and realignment, to ensure student success, meet skills needs and address financial sustainability
3. Deliver a new integrated SRMS (Student Registration Management System)
4. Develop and implement a Digital Transformation Plan to enhance student success
5. Continue to develop and implement staff development programmes that support the delivery of the University strategy
6. Increase levels of research active staff, research funding and postgraduate research students
7. Enhance brand awareness and communication through the website and other means
8. Establish a university-wide model for engagement and deliver a cohesive plan that grows collaborative activity with academic, industry and community partners
9. Complete implementation of the organisational design structure, utilising it as a platform for transformation and growth
10. Establish/re-engineer business processes for efficiencies and communicate accordingly

TU Dublin’s Progress Report 2023 provides status updates for all actions. Of the thirty-two actions identified within the Institutional Action Plan, twenty-two have been completed to date. Some actions were completed before the original deadlines and some are ongoing according to schedule. The review also identified additional areas for enhancement and, as such, some actions have had their deadlines extended. The Plan is due for completion in 2025.

Among the key achievements during 2023, as detailed in the report, are the following items outlined in Table 5 below.

Table 5: TU Dublin Progress Report 2023 Key Achievements

Action	Original Timeline for Completion	New/Actual Timeline for Completion	Status
Complete the implementation of the Organisational Design structure, utilising it as a platform for transformation and growth	June 2023	June 2023	Complete The new Faculty and School structure (5 faculties, 25 schools) was launched on 1 September 2022. The final design feature comprises a Faculty Head of Teaching and Learning and a Faculty Head of Research and Innovation to be in place for the commencement of Semester II, 2023/24. The Professional Services and Vice President functions are in place, and they continue to transition to the new designs.
Procure and implement one VLE for the University and ensure consistent and equitable supports for the VLE across the University	June 2023	March 2023	Complete The procurement of one VLE for the University has been completed and there is an ongoing project to move from the existing VLE on two campuses to the new VLE. From September 2024 all TU Dublin staff and students will be using the same VLE.
Review and if required amend staff recruitment, management, and development policies to ensure that they are underpinned by excellence, inclusion and EDI principles	June 2023	June 2023	Complete and under regular review. All HR policies are revised and developed in line with the provisions of EDI's Equality Statement (2019-2022). Positive action statements are detailed in all HR recruitment materials. A HR Policy Team has been established whereby policies are reviewed on a cyclical basis - ensuring they incorporate EDI's principles.
Enhance brand awareness and communication through the website and other means	June 2023	June 2023	Complete The new TU Dublin website was delivered on time. Furthermore, a new brand campaign for TU Dublin was developed and launched on TV and digital channels in October 2023 (it will run until June 2024).
Ensure HR and staff development policies and procedures provide equitable access to CPD opportunities that supports the University's strategic ambitions.	June 2024	June 2023	Complete and under regular review. The University has developed the Equality, Diversity & Inclusion policy for both academic and professional services staff. The policy clearly outlines that all staff will have equality of opportunity in accessing training & development programmes. The People Development team is committed to ensuring that all employees undergo appropriate training for their role within the University as well as offering a flexible, agile, and accessible range of opportunities to all staff to develop skills, knowledge, and professional qualifications.





5. Equality, Diversity & Inclusion Statement

OVERALL COMMITMENT

The core values of Technological University Dublin (TU Dublin) are Excellence, Inclusion, Impact and Respect. Through living these values, TU Dublin is committed to promoting equality, diversity and inclusion, along with protecting and promoting the human rights of all in our university community. This Equality Statement is in line with the Technological Universities Act 2018, Section 19(1) to (6).

ACCESS AND EDUCATION

Technological University Dublin (TU Dublin) enables equity of access to, and participation in, education to all, regardless of gender, civil status, family status, sexual orientation, religion, age, disability, race (including colour, nationality or ethnic or national origins), membership of the Traveller community, and socio-economic background. TU Dublin is committed to ensuring that the student body entering, participating, and completing its programmes at all levels reflects the diversity and social mix of the Dublin region and Ireland's population. The admissions policy takes full account of the University's Strategic Intent of being the most accessible university in Ireland, with the largest number of diverse learners.

The University is especially aware of the challenges to participation in higher education faced by persons from backgrounds of economic or social disadvantage, persons who have diverse abilities, and persons coming from sections of society significantly under-represented in the student body. To this end, the University's admissions policy takes full account of the Higher Education Authority National Access Plan 2022-2028³. It supports the participation of students with the above profiles through pre-entry activities, alternative entry arrangements and post-entry supports. It also aims to provide an enhanced experience and positive educational outcomes for all students through the utilisation of approaches such as Universal Design and Universal Design for Learning in the provision of education and related services, supports and facilities.

EQUALITY

TU Dublin is committed to advancing equality, including gender equality, in all aspects of its work. The University policy on equal opportunities is guided by the body of employment law and the statutory obligation to 'have regard to the need to eliminate discrimination, promote equality of opportunity and treatment of its staff and the persons to whom it provides services, and protect the human rights of its members, staff, and the persons to whom it provides services'⁴. The University promotes the highest standards of conduct among its staff. It is fully committed to implementing the employment target for persons with disabilities contained in the Government's Comprehensive Strategy for People with Disabilities (2015-2024)⁵.

³ Higher Education Authority (HEA), 2022. National Access Plan: A Strategic Action Plan for Equity of Access, Participation and Success in Higher Education 2022-2028, (accessed 17 November 2023).

⁴ Irish Human Rights and Equality Commission Act 2014, Section 42 (a), (accessed 11 October 2023).

⁵ Government of Ireland, 2015. Comprehensive Strategy for People with Disabilities 2015-2024, (accessed 05 June 2024).

It is committed to promoting the attainment of gender balance and equality of opportunity among the students and staff of the University. This includes having regard to the objective laid down in the Act that at least 40 per cent of Governing Body members shall be women and at least 40 per cent shall be men⁶. In addition, as provided for in the Technological Universities Act 2018, the Governing Body shall have regard to the objective laid down in the Act that in respect of Academic Council, at least 40 per cent of members shall be women and at least 40 per cent shall be men⁷.

Furthermore, the University aims to address gender imbalances amongst staff and the student body in academic disciplinary fields and functional areas where traditional patterns of male or female predominance can be found. The University adheres to and implements sector-wide best practice policies and frameworks, including the Athena SWAN Ireland Principles⁸ and the recommendations of the Higher Education Authority Second National Review of Gender Equality in Higher Education Institutions⁹. In addition, it is committed to having regard to the objective that in university decision making committees, at least 40 per cent of members shall be women and at least 40 per cent shall be men. It is also cognisant of the need to address intersectional dimensions that contribute to the compounding of inequalities such as ethnicity, diverse ability, gender and other identities, and social disadvantage. The University promotes an awareness and understanding of the four dimensions of discrimination – historical, structural, institutional, and individual – with a view to supporting an enhanced culture of equality, respect, and fairness, where the human rights of all are actively upheld.

UNIVERSITY STRATEGIC PLAN

This Statement reinforces TU Dublin's Strategic Intent 2030, where equality, diversity and inclusion is a strategic objective in which the University will be recognised as an exemplar in equality, diversity, and inclusion (EDI) where people are proud to be part of a connected community and their talents, aptitude and agility will create real impact on the global stage. The Strategic Plan 2024-2028 commits to implementing the full range of equality plans developed by the Department of Education and the Higher Education Authority (HEA), including the Framework for Consent in Higher Education Institutions, the HEA Ending Sexual Violence and Harassment in Higher Education Institutions Implementation Plan 2022-2024, the HEA Anti-Racism Principles for Higher Education Institutions, and the HEA Race Equality Implementation Plan 2022-2024¹⁰. It also has the objective to extend Athena Swan accreditation to 40% of Schools during this time. The University will review its performance in respect of these frameworks and plans, as appropriate, at regular intervals.

⁶ Technological Universities Act 2018, Section 12(5)(b) and Schedule 1 Section 6(2)(b), (accessed 11 Oct 2023)

⁷ Technological Universities Act 2018, Section 16(3)(c), (accessed 13 Oct 2022)

⁸ AdvanceHE 2021, Athena SWAN Ireland Principles, (accessed 11 Oct 2023)

⁹ Higher Education Authority (HEA), 2022. HEA Second National Review of Gender Equality in Irish Higher Education Institutions, (accessed 11 October 2023)

¹⁰ Department of Education, 2020. Framework for Consent in Higher Education Institutions: Safe, Respectful, Supportive and Positive – Ending Sexual Violence and Harassment in Higher Education Institutions, (accessed 11 October 2023);

Higher Education Authority (HEA), 2022. HEA Ending Sexual Violence and Harassment in Higher Education Institutions Implementation Plan 2022-2024, (accessed 11 October 2023);

HEA, 2023. Anti-Racism Principles for Irish Higher Education Institutions, (accessed 11 October 2023);

HEA, 2023. HEA Race Equality Implementation Plan 2022-2024, (accessed 11 October 2023).





6. Sustainability Statement

TU Dublin is committed to working with staff, students and other stakeholders to address the challenges of environmental sustainability. This commitment is expressed formally in the TU Dublin Sustainability Statement.

TU DUBLIN SUSTAINABILITY STATEMENT

Sustainability underpins Technological University Dublin's (TU Dublin) Strategic Intent 2030. Through its three pillars of People, Planet, and Partnerships, Sustainability drives our Vision, Mission, and Values. TU Dublin is committed to transforming higher education delivery and its operations through the lens of Sustainability using a balanced approach that protects our planet for future generations. Our vision for Sustainability is to become a model organisation, where an understanding of ethics as a form of practice develops a culture of responsibility. Through the actions of our people, including over 8,000 graduates per year, our values become explicit – evidenced by our purpose, passion, and capability to provide scale and reach within industry and society to address the urgent real-world challenges aligned to the UN Sustainable Development Goals 2030¹¹.

TU Dublin is committed to embedding sustainability into all current University plans, strategies, policies and everyday operations. In addition, the University, cognisant of the role it plays within society, will engage with our wider eco-system of local communities, businesses, and societal partners to advance knowledge, understanding, and action to ensure an environmentally, socially and economically responsible transition to reach climate neutrality together. To have the greatest impact across the seventeen UN Sustainable Development Goals 2030, we identify three focus goals, where higher education in general and TU Dublin in particular can contribute greatest impact. Recognising each SDG's close interactions with other goals, we will build upon allied interdependencies through three supporting goals.

a) QUALITY EDUCATION & EQUALITY

Focus Goal	Supporting Goal
UN SDG 4 Quality Education	UN SDG 5 Gender Equality
Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all.	Achieve gender equality and empower all women and girls.

TU Dublin is committed to educating and empowering our staff and students to becoming climate active, globally responsible citizens who make a positive impact on our world. We will do this by 1) embedding sustainability in our curriculum, research, and staff development opportunities and 2) putting in place key supporting policies and resources and carefully reflecting on our actions to improve.

Embedding sustainability requires actions from people across all areas of the University to create a culture of inclusion where all citizens of society have equitable opportunity to access and deliver higher education. We are committed to developing this capability within our University community to justly respond to global challenges, through a diverse community of learners, educators, researchers, and administrators. To that end, the delivery of Quality Education will be developed to embed Equality, Diversity, and Inclusion (EDI) principles and deliver the TU Dublin Athena SWAN Action Plan 2022-2025¹².

¹¹ UN Sustainability Goals (last accessed 13 Feb 2022)

¹² TU Dublin Athena SWAN Action Plan 2022-2025 (last accessed 11 Mar 2022)

The University policies and practices will anticipate National Education for Sustainable Development policies and frameworks, align to Ireland's National Skills Strategy¹³ and priorities within Horizon Europe's Strategic Plan¹⁴, mindful of opportunities for TU Dublin to deliver sustainability impact in Ireland.

b) CLIMATE ACTION & TECHNOLOGICAL INNOVATION

Focus Goal	Supporting Goal
UN SDG 13 Climate Action	UN SDG 9 Industry Innovation & Infrastructure
Take urgent action to combat climate change and its impacts.	Build resilient infrastructure, promote inclusive and sustainable industrialization and foster innovation.

TU Dublin is committed to combating climate change and reducing negative environmental impacts and climate related risks through the reduction of our greenhouse gas emissions. We pledge to actively measure, monitor, and plan for a reduced carbon footprint across all our campus operations and planned developments, our online environment, and through our travel practices. We pledge to provide leadership and resources to become carbon neutral by 2040¹⁵. We will do this through a portfolio of activities including:

- optimising the use of existing our campus environment
- practicing circular economy and sustainable procurement principles
- exploring renewable energy sources
- reducing campus energy consumption, conserving water, reducing waste
- addressing biodiversity loss in our natural environment
- minimising travel and promoting the use of sustainable transportation modes

Working closely with academic leads, researchers, and professional services within the University, we will adhere to and align our activities with the European Green Deal¹⁶, Ireland's Climate Action Plan¹⁷ and the Circular Economy Strategy¹⁸. In addition, the University will work collaboratively with our wider eco-system of local communities, businesses, and partners to advance knowledge, understanding, and broaden its impact to ensuring a socially and economically responsible transition to address biodiversity breakdown and achieve climate neutrality together.

13 Ireland's National Skills Strategy (last accessed 13 Feb 2022)

14 Second Horizon Europe Strategic Plan 2025-2027 (last accessed 13 Feb 2022)

15 Scope 1 and 2 of the Greenhouse Gas Protocol for Carbon Emissions

16 European Commission – A Green Deal (last accessed 11 Mar 2022)

17 Climate Action Plan 2021 (last accessed 11 Mar 2022)

18 Whole of Government Circular Economy Strategy 2022-2023 (last accessed 13 Feb 2022)

TU Dublin commits to developing innovative solutions, through action research, to climate change through green technologies using our University physical and digital infrastructure as a Living Lab to embed sustainability within our everyday learning and working environment. Using a human-centred approach to implement SMART¹⁹ digital solutions, we will create data driven intelligence through the measurement, monitoring, and dynamic reporting to support us to achieve our climate targets. Through greater digital connectivity²⁰ we will develop a knowledge eco-system of active contributions from our community of students, educators, and researchers to inform the planning and adaptation²¹ measures required across our campus environments in response to urgent climate challenges through active responsible citizenship.

c) GOOD HEALTH, WELL-BEING & COMMUNITY

Focus Goal	Supporting Goal
UN SDG 3 Good Health and Well-being	UN SDG 11 Sustainable Cities & Communities
Ensure healthy lives and promote well-being for all at all ages.	Make cities and human settlements inclusive, safe, resilient and sustainable.

TU Dublin is committed to protecting and enhancing the health and well-being of our University community and wider society by enabling people to achieve their full potential. The 2015 Okanagan Charter²² sets out the role and responsibility of Higher Education in the promotion of Health in relation to the interdependency of human health and planetary wellness. As a signatory to Ireland's Higher Education Healthy Campus Charter²³, we commit to taking a 'whole campus approach to creating a learning environment and organisational culture' to ensure health and well-being within our community. TU Dublin commits to working across the University through an open, inclusive, and participatory network of people to inform the development and implementation of a Healthy TU Dublin Action Plan. Working closely with TU Dublin researchers we will develop policies and practices for our priority actions including physical activity, tobacco, and mental health.

The intersection of Health & Well-being with the creation of more Sustainable and Liveable Cities & Communities is recognised and supported by TU Dublin as a place of learning and work for more than 35,000 people throughout the Dublin region. In our commitment to reduce Scope 3²⁴ greenhouse gas emissions, TU Dublin will increase its engagement and action research initiatives to promote Active Travel and Smarter Travel²⁵ programmes through advocacy and awareness building to encourage increased levels of walking, cycling and public transport ensuring safe and equal access by persons with disabilities, to promote good health, reduce carbon impact, and create a community culture for sustainable transportation.

19 SMART is an acronym for Self-Monitoring, Analysis, and Reporting Technology – Research Gate (last accessed 28 Mar 2022)

20 Harnessing Digital – The Digital Ireland Framework (last accessed 11 Mar 2022)

21 IPCC - Climate Change 2022: Impacts, Adaptation and Vulnerability (last accessed 11 Mar 2022)

22 Okanagan Charter

23 National Access Plan Progress Review

24 Scope 3 of the Greenhouse Gas Protocol for Carbon Emissions

25 National Transport Authority – Smarter Travel to Your Campus



7. Governance

7.1. Governing Body

Legislative Background

The Technological Universities Act 2018 underpins the establishment of Technological Universities and was signed into law on 19 March 2018. The HEA Act 2022 (“the HEA Act”), which was commenced on 10 November 2022, amended a number of provisions of the Technological Universities Act 2018.

Technological University Dublin (the University) was established by Ministerial Order under Section 36 of the TU Act, (Number 3 of 2018), and Statutory Instrument, (Number 437 of 2018), on the appointed day of 1st January 2019.

Under the Technological Universities Act 2018, as amended (“the TU Act”) the University is required to have a Governing Body to perform the functions of the University under the Act. The Governing Body is, therefore, the authority established by law to govern the University. The role and duties of the Governing Body are set out under Section 11 of the TU Act.

The Governing Body must operate in accordance with Schedule 1 of the TU Act. Prior to the amendments introduced by the HEA Act, the TU Act provided that the total membership of the Governing Body would comprise of between 14 and 22 members, of which at least 3 but not more than 8 would be external members to be nominated by a Committee of the Governing Body. The HEA Act amended Section 12 of the TU Act to provide that the Governing Body would consist of 19 members with an obligation that the reconstituted Governing Body be in place no later than 9 November 2023. The University complied with this obligation.

Members of the Governing Body perform key roles in relation to the direction, strategy, and corporate governance of the University. Members take collective responsibility for the long-term sustainability of the University, working with the Chair of the Governing Body, the President and the University Executive Team to ensure that the University is managed and developed in line with legal and policy parameters and accepted standards of best practice.

Governing Body Membership

The term of office of a member of the Governing Body (with exception of the President) shall not exceed four years and such a member may not serve more than two consecutive terms of office. During the year 1st January to 31st December 2023 a number of members were appointed to and retired from the Governing Body on the dates highlighted below. Governing Body met on seven occasions during the year.

Governing Body Committees

To assist in carrying out its functions in 2023, Governing Body has established four Committees: an Audit and Risk Committee, a Finance and Property Committee, an Equality, Diversity and Inclusion Committee and a Select Committee.

Compliance with the University Code of Governance

A robust system of governance is vital to enable the University to operate effectively and for Governing Body to discharge its responsibilities as regards transparency and accountability.

The University has in place a Code of Governance, drafted taking the original 2016 Code of Practice for the Governance of State Bodies as its starting point and adapted to bring it in line with the TU Act. This is a living document that will evolve over time in line with both best practice and legislative changes. The most recent version updated in March 2021 is published on the University website.

The Governing Body is responsible for approving the annual report and financial statements and opining on whether it considers the financial statements to be a true and fair view of the University's financial performance and its financial position at the end of the year. The Governing Body is responsible for ensuring that timely and accurate disclosure is made to the Minister on all material matters regarding the University including the business context, financial performance and position and governance of the University.

The following compliance items from the Code of Governance are of particular importance:

- i. The Chair of Governing Body and President of the University signed an Oversight Agreement with the HEA setting out the broad governance and accountability framework and key responsibilities which form the basis of the relationship between the HEA and the University; this is underpinned by the relevant legislation, Government circulars (where applicable), the Code of Practice for the Governance of State Bodies, 2016 as encapsulated by the Code of Governance, statutes, charters, articles and instruments of governance, particularly those which establish the HEA and the University.
- ii. The Governing Body approved the annual programmes and budgets of the University including an analysis of performance against budget.
- iii. An internal review of the effectiveness of the Governing Body is completed annually. An external evaluation is performed at least once every four years.
- iv. The Governing Body meets sufficiently regularly to discharge its duties effectively and has a schedule of matters specifically reserved to it for decision. Governing Body met on seven occasions during the year 1st January to 31st December 2023.
- v. During the year 1st January to 31st December 2023 the Audit and Risk Committee met six times.
- vi. The University publishes its annual report and financial statements within one month following completion of the audit of the financial statements by the Comptroller and Auditor General.
- vii. Through the Audit and Risk Committee, Governing Body assesses the University's principal risks, including a description of these risks, where appropriate and associated mitigation measures.
- viii. The University continues to adhere to all relevant aspects of the Public Spending Code.

Governing Body Membership 2023

	GOVERNING BODY MEMBER	CATEGORY	APPOINTMENT DATE
1	David FitzPatrick	President	1st January 2019
2	Michael Carr	Staff Member	15th January 2019
3	Valerie Bistany ²⁶	External Member	1st July 2019
4	Evelyn Carroll ²⁷	External Member	
5	Jerry Grant ²⁸	External Member	
6	Charles Larkin (Chair) ²⁹	External Member	
7	Aileen O'Toole	External Member	
8	Pamela Kelly	Staff Member	
9	Susan O'Shaughnessy ³⁰	Staff Member	
10	Christy Duffy ³¹	External Member	3rd February 2021
11	Norah Burns	External Member	23rd June 2021
12	Catherine Clune Mulvaney	External Member	23rd June 2021
13	Conor O'Donovan	External Member	23rd June 2021
14	Eamon Maher	Staff Member	1st July 2021
15	Maggie Ryan ³²	Staff Member	1st July 2021
16	Brian Jordan	Student	1st July 2022
17	Louise Kavanagh	Student	1st July 2022
18	Jessica Perez ³³	Student	1st July 2022
19	Nekesa Khisa	Student	1st July 2023
20	Mary Cooke	External Member	13th September 2023
21	Michael Gately	External Member	13th September 2023
22	William Johnston	External Member	13th September 2023
23	Eoin O'Shea ³⁴	External Member	13th September 2023
24	Sally Anne Sherry	External Member	13th September 2023
25	Bob Ó Mhurcu	Staff Member	29th November 2023
26	Leslie Shoemaker	Staff Member	29th November 2023

²⁶ Valerie Bistany stepped down on 5th April 2023

²⁷ Evelyn Carroll completed her term of office on 12th September 2023

²⁸ Jerry Grant completed his term of office on 12th September 2023

²⁹ Charles Larkin appointed Chair on 23rd August 2023

³⁰ Susan O'Shaughnessy retired on 2nd October 2023

³¹ Christy Duffy completed his term of office on 23rd August 2023

³² Maggie Ryan retired on 31st March 2023

³³ Jessica Perez completed her term of office on 30th June 2023

³⁴ Eoin O'Shea appointed Deputy Chair on 29th November 2023

7.2. Academic Council

	ACADEMIC COUNCIL MEMBER	CATEGORY
1	Prof. FitzPatrick David (Chair)	Ex-Officio Member (President)
2	Dr Mary Meaney	Ex-Officio Member (Registrar)
3	Dr Catriona Barrett	Academic
4	Dr Zeinab Bedri	Academic
5	Professor Brian Bowe	Ex-Officio Member
6	Dr Kevin Byrne	Academic
7	Dr Ruth Casey	Academic
8	Mr Gary Clynych	Academic
9	Dr Michael Collins	Academic
10	Dr Joe Condon	Academic
11	Ms Anna Cruickshank	Academic
12	Ms Ann Curran	Academic
13	Mr James Curry	Student Representative
14	Professor James Curtin	Ex-Officio Member
15	Ms Saoirse Daly	Student Representative
16	Dr Dominic Dillane	Academic
17	Ms Amanda Dixon	Academic
18	Professor John Doran	Ex-Officio Member
19	Dr Clare Eriksson	Academic
20	Ms Jennifer Farrell	Ex-Officio Member
21	Professor David FitzPatrick	Academic
22	Dr Adrienne Fleming	Academic
23	Dr Tony Grennan	Academic
24	Dr Chris Hills	Academic
25	Dr Amit Jaiswal	Ex-Officio Member
26	Dr Brendan Jennings	Student Representative
27	Mr Brian Jordan	Professional Management and Support Services
28	Mr Ian Kelly	Student Representative
29	Mr Con Kennedy	Academic

30	Dr Aidan Kenny	Academic
31	Dr Gemma Kinsella	Academic
32	Dr Eoin Langan	Ex-Officio Member
33	Dr Mary Lennon	Academic
34	Dr Tania Malik	Academic
35	Dr Jennifer Manning	Academic
36	Dr Orla Mc Donagh	Ex-Officio Member
37	Mr Tim Mc Nulty	Academic
38	Mr Mark McGrath	Academic
39	Ms Pilar Molina	Academic
40	Ms Mairead Murphy	Ex-Officio Member
41	Dr Helen O'Brien Gately	Academic
42	Dr Rachel O'Connor	Professional Management and Support Services
43	Mr Bob Ó Mhurchú	Professional Management and Support Services
44	Mr Chris Ó Rálaigh	Academic
45	Prof. Pramod Pathak	Ex-Officio Member
46	Ms Jessica Perez	Student Representative
47	Mr Wil Peters	Academic
48	Ms Mary Scally	Student Representative
49	Mr Thomas Stone	Ex-Officio Member
50	Dr Nikolaos Valantasis Kanellos	Academic
51	Dr Claire Wynne	Academic

7.3. Financial Statements

The University prepared its full year set of Audited Financial Statements for the twelve months to 31st August 2022. In the year to 31 August 2022, the University recorded a deficit of €3.8m on total income of €349.7million. The University had Net Assets of €559.1m on 31st August 2022. The Financial Statements reflect a restatement of the 31st August 2021 Financial statements, due to an accounting error, resulting in a reduction of €7m in the 31st August 2021 Net Assets position of the University to €571.4m. This error had no material impact on the University's financial status.

The full financial statements are available on the TU Dublin [website](#).



E: strategy@tudublin.ie

W: tudublin.ie

