



Waterford Institute *of* Technology
INSTITIÚID TEICNEOLAÍOCHTA PHORT LÁIRGE

CONSOLIDATED ANNUAL REPORT 2005/2006 & 2006/2007







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This Report has been compiled and edited by the Director's Office, Waterford Institute of Technology

Mission Statement

Waterford Institute of Technology will apply excellence in teaching, learning and research within an inclusive student-centred environment to foster graduates of distinction who are ready to take or enhance their leadership role in business, the professions, industry, public service and society. The Institute will manage its hinterland as a Learning Region by empowering knowledge generation and knowledge transfer and is committed to the educational development of the region in a way that is reflective of its national and international aspects. The Institute will contribute to the economic, social and cultural development of the South East region and beyond.

Chairman's Foreward



As Chairman of the Governing Body of Waterford Institute of Technology, I would like to thank all the members of the Governing Body for their contribution and support of the Institute over the past two years. In addition, I would also like to thank Prof. Kieran Byrne, Director, and all the staff at the Institute who provide professional, effective and an exceptionally friendly environment for our students and for all visitors. Indeed, as an Institute of Higher Learning committed to the delivery of the highest standards in all its activities, Waterford Institute of Technology fosters a culture of learning that seeks to challenge ideas and mindsets and broaden our undergraduate and postgraduate perspectives.

The dynamic of the education sector is changing rapidly and dramatically as a consequence of a variety of forces such as demographics, technology, cultural, social, economic and environmental. Indeed, the advent of the National Strategy to create a knowledge society is driving an unprecedented pace of change, which places increased demands on Waterford Institute of Technology to deliver new frameworks of teaching and life-long learning and an increasing emphasis on applied research and technology transfer. The regional role of Waterford Institute of Technology in creating a knowledge society in the South East is of critical significance in fostering industrial development and in attracting new investment projects to the region. Indeed, a regional economy depends on a good educational infrastructure and Waterford Institute of Technology, with its high standards of excellence, is committed to meeting any educational challenges to contribute to the economic, health and prosperity of the region.

In my capacity as Chairman, I am committed to assisting Waterford Institute of Technology in achieving its mission of fostering graduates of distinction who will undertake leadership roles in business, industry, public service and society.

Redmond O' Donoghue
Chairman
Governing Body

A handwritten signature in black ink, reading "Redmond O' Donoghue". The signature is written in a cursive style with a prominent initial 'R'.

Director's Statement & Introduction



These Annual Reports cover the academic years 2005/06 and 2006/07. Over that period much has been accomplished by the Institute.

New and progressive facilities have been developed at the Institute over the reporting period, such as the opening of the ArcLabs Research and Innovation Centre on the West Campus and the near-finished construction of the Tourism and Leisure Education building which is now due for completion in early 2008. In addition, funding for the next phase of development of fourth-level research facilities at the West Campus has been secured under the Programme for Research in Third Level Institutes (PRTLII).

Student numbers continue to grow at undergraduate and postgraduate levels. In a highly competitive environment this is an impressive achievement and reflects the reputation and esteem which the Institute has amassed for fostering a culture of learning, and by placing the professional and personal development of all students and program participants at the centre of our activities. Indeed, the level of employment that our graduates secure is a testament to the quality of work done in the Institute.

Reflecting the international nature of education today, our student body hails from many different parts of the world, engaging extensively in our programmes and encompassing a great variety of views and cultural diversities that serve to expand the horizons of our community.

The implementation of the Institute Research Strategy has resulted in significant growth across all research categories. More than half of the academic staff at WIT are actively involved in research. In addition, the number of postgraduate research students has grown from 67 to 160 and the number of post-doctoral researchers has increased from 3 to 12. This growth can be attributed to the ability of the Institute to attract over €20 million in the reporting period.

There will be challenges ahead but we will face them with a strong sense of partnership and collaboration. Indeed, the Institute enjoys the strong support of its regional hinterland. It has developed strong strategic alliances nationally and internationally in pursuit of its goals and its mission. The loyalty of its staff across a wide spectrum of activities is noted for its unique and enduring quality.

I take this opportunity to express my sense of appreciation to the Chairman, Mr. Redmond O' Donoghue, and the Governing Body for their support, leadership and dedication to the organisation. The Institute also enjoys the support of the Foundation Board, chaired by Mr. Peter Goulandris, and the Alumni Association, chaired by Ms. Anne Deegan. All add to the prestige of the Institute and contribute to the building of a strategic supportive network.

Kieran Byrne
Director

A handwritten signature in black ink, appearing to read 'K Byrne'.

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Governing Body

The Institute's Fifth Statutory Governing Body was established on 1st of April, 2005, with the Minister formally appointing the ordinary members on 12th of May. During academic year 2005/06, the Board met, in ordinary session, on nine occasions; it met once in Special session. The University sub-committee met six times while the Internal Audit Committee met three times. Attendance at meetings was excellent throughout the year with an average of fifteen members at each ordinary meeting. Seventeen members attended the June, October and January meetings. Four members attended all meetings. One member resigned during the year.

The Members of the Governing Body for 2005/06 were

Mr. Redmond O'Donoghue, Chairman
Professor Kieran R. Byrne, Director
Mr. Stephen Beatty, Health Service Executive
Cllr. Mary Cavanagh, County Kilkenny VEC
Ms. Maria Costigan, Student Body Representative
Ms. Jean Curran, Administration/Support Staff representative
Cllr. Jimmy Curtis, County Wexford VEC
Sr. June Fennelly, Church Bodies
Mr. Liam Fennelly, Waterford Chamber of Commerce
Mr. Brendan Maher, Irish Business & Employment Confederation
Mr. Sean Nyhan, Tipperary S.R. VEC
Dr. Joseph Power, Academic Staff Representative
Cllr. Mary Roche, City of Waterford VEC
Cllr. Seamus Ryan, City of Waterford VEC
Mr. Michael Slattery, Student Body Representative
Mr. Liam Suipéil, County Waterford VEC
Ms. Stephanie Taheny, Construction Industry Federation
Cllr. Jack Walsh, Deputy Chairman, Irish Congress of Trade Unions
Ms. Anne Woodworth, Academic Staff Representative

Secretary: Mr. Tony McFeely

The Members of the Governing Body for 2006/07 were

Mr. Redmond O'Donoghue, Chairman
Professor Kieran R. Byrne, Director
Mr. Stephen Beatty, Health Service Executive
Mr. Denis Bourke, Tipperary S.R. VEC
Cllr. Mary Cavanagh, County Kilkenny VEC
Ms. Jean Curran, Administration/Support Staff representative
Cllr. Jimmy Curtis, County Wexford VEC
Sr. June Fennelly, Church Bodies
Mr. Liam Fennelly, Waterford Chamber of Commerce
Mr. Shane Kelly, Student Body Representative
Mr. Brendan Maher, Irish Business & Employment Confederation
Dr. Joseph Power, Academic Staff Representative
Cllr. Mary Roche, City of Waterford VEC
Cllr. Seamus Ryan, City of Waterford VEC
Ms. Nicola Scully, Student Body Representative

Mr. Liam Suipéil, County Waterford VEC
Ms. Stephanie Taheny, Construction Industry Federation
Cllr. Jack Walsh, Deputy Chairman, Irish Congress of Trade Unions
Ms. Anne Woodworth, Academic Staff Representative

Secretary: Mr. Tony McFeely

Honourable Sahar Hashemi



In 2006, Sahar Hashemi became the seventh person to be conferred with an Honorary Fellowship at Waterford Institute of Technology. In 1995, in collaboration with her brother Bobby, an investment banker, she proceeded to establish Coffee Republic. Success came quickly with their brand becoming a high street phenomenon and reaching a turnover of STG£30m. Based on her experiences as an entrepreneur, Sahar Hashemi published her acclaimed book, *Anyone Can Do It*, reaching number one on the Amazon Business Chart.

Academic year 2006/07 was a busy one for the Governing Body with the establishment of a Finance sub-committee, in addition to the Internal Audit Committee. The Board met, in ordinary session, on eight occasions; the Internal Audit Committee met twice while the Finance Committee, established in 2006, also met on two occasions. The University sub-committee met with Dr. Jim Port in February, as part of his two day visit to the Institute.

On the 1st. February, 2007, the Institutes of Technology Act, 2006, which amended the Regional Technical Colleges Acts, 1992 to 2001, became operational. The new Act identified 'reserved' functions for Governing Body which can only be exercised by resolution of the Board. In addition, the new legislation has transferred responsibility for funding arrangements from the Department of Education and Science to the Higher Education Authority.

Executive Board

Executive Board Members met fortnightly during term times. This board focused on the day-to-day management of the Institute. Membership Comprises Heads of School and Senior Management.

Members of the Executive Board

Prof. Kieran R. Byrne	Director
Dr. Willie Donnelly	Head of Research & Innovation
Mr. Paddy Downey	Registrar
Dr. Venie Martin	Head of Development
Mr. John McConnell	Head of Capital Development
Mr. Tony McFeely	Secretary/Financial Controller
Mr. Derek O'Byrne	Head of Strategic Planning
Mr. Paul Barry	Head of School of Science
Dr. John Ennis	Head of School of Humanities
Ms. Dolores Gilhooly	Head of School of Education
Dr. Eric Martin	Head of School of Health Sciences
Mr. Denis Moran	Head of School of Engineering
Dr. Thomas O'Toole	Head of School of Business

Mr. Richard Moody	School of Education
Mr. Michael Harrison	School of Humanities
Mr. Fergus Hogan	School of Humanities
Dr. Peter Jordan	School of Humanities
Dr. Fionnuala Kennedy	School of Humanities
Ms. Marian O'Neill-Taplin	School of Humanities
Ms. Laura McGibney	Support & Admin Staff
Mr. Neil Quinlan	Support & Admin Staff
Ms. Nicola Scully	Students Union Representative
Mr. Shane Kelly	Students Union Representative

Academic Council

The Fifth Academic Council is now in operation. The Council has set an ambitious workplan, which includes a review of the Academic Council itself, a review that will better enable Council to support the Institute's mission and objectives. Much of the work of Council is carried out at committee stage.

Members of the Fourth Academic Council

Prof. Kieran Byrne	Director (Chairperson)
Mr. Paddy Downey	Registrar (Secretary)
Dr. Eric Martin	Head of School of Health Science
Dr. John Ennis	Head of School of Humanities
Dr. Thomas O'Toole	Head of School of Accountancy & Business Studies
Mr. Denis Moran	Head of School of Engineering
Ms. Dolores Gilhooly	Head of School of Education
Mr. Paul Barry	Head of School of Science
Dr. Venie Martin	Head of Development
Dr. William Donnelly	Head of Research
Mr. Albert Byrne	Head of Department of Engineering Technology
Mr. Ger Long	Head of Department of Accountancy & Economics
Ms. Suzanne Denieffe	School of Health Sciences
Ms. Sue Fensom	School of Health Sciences
Mr. Pat Doyle	School of Engineering
Mr. John Godfrey	School of Accountancy and Business Studies
Mr. James Redmond	School of Accountancy and Business Studies
Dr. Margery Godinho	School of Science
Dr. Cormac O'Raiheartaigh	School of Science
Dr. Catherine O'Reilly	School of Science
Dr. Claire Keary	School of Science

WIT Degree to be Taught in China



In 2006, the Institute became the first Third level institution in Ireland to reach an agreement with a leading Chinese university to deliver a WIT four-year degree in Applied Computing in China. The agreement will also include graduates from Nanjing University of Information, Science & Technology (NUIST) undertaking postgraduate studies in Waterford for their masters degrees. Pictured in Shanghai as a Memorandum of Understanding was signed between the Institute and NUIST are (front l/r): Professor Fu Deshing, NUIST and Mr. Paul Barry, Head of School of Science, The Institute; (back l/r) Mr. Declan Kellher, Irish Ambassador to China; Ms. Mary Hanafin TD, Minister for Education & Science and Mr. Liam MacGabhann, Counsellor at Irish Embassy to China.

Members of Fifth Academic Council

Prof. Kieran Byrne	Director (Chairperson)
Mr. Paddy Downey	Registrar (Secretary)
Dr. Eric Martin	Head of School of Health Science
Dr. John Ennis	Head of School of Humanities
Dr. Thomas O'Toole	Head of School of Accountancy & Business Studies
Mr. Denis Moran	Head of School of Engineering
Ms. Dolores Gilhooly	Head of School of Education
Mr. Paul Barry	Head of School of Science
Dr. Venie Martin	Head of Development
Dr. William Donnelly	Head of Research
Mr. Albert Byrne	Head of Department of Engineering Technology
Ms. Mary Fenton	Head of Department of Adult Education
Dr. Rachel Finnegan	Head of Department of Creative & Performing Arts
Ms. Aoife Lane	School of Health Sciences
Ms. Sue Fensom	School of Health Sciences
Mr. David Williams	School of Engineering
Ms. Miriam Fitzpatrick	School of Engineering
Dr. Cormac O'Raifeartaigh	School of Science
Dr. Helen Hughes	School of Science
Dr. Brendan Jennings	School of Science
Mr. Sean Moran	School of Education
Ms. Fiona Dowling	School of Humanities
Mr. Fergus Hogan	School of Humanities
Dr. Peter Jordan	School of Humanities
Ms. Valerie Mannix	School of Humanities
Dr. Colette Moloney	School of Humanities
Mr. Ivor O'Donovan	School of Humanities
Mr. Don O'Neill	School of Humanities
Mr. John Godfrey	School of Business
Ms. Margaret Skelly	School of Business
Ms. Angela Power	Support & Admin Staff
Mr. Frank Heraughty	Support & Admin Staff
Ms. Cathy Pembroke	Students Union Representative
Mr. Shane Kelly	Students Union Representative

There are four committees of Academic Council:

- The Academic Quality & Planning Committee
- The Admissions and Awards Committee
- The Research and Development Committee
- The Support for Learning Teaching & Research Committee

Launch of Office of Strategic Planning



Pictured: Back Row - Mr. George Keogh, Strategic Information Manager, Ms. Elizabeth Curran, Administrator, Mr. Neil Quinlan, Quality Manager - Front Row, Ms Olive O Connor, Marketing & Communications Manager, Ms. Lynn Hutchinson, Administrator, Ms. Joan Mangan, Administrator and Mr. Derek O Byrne, Head of Strategic Planning

Launched in the academic year 2005/ 2006, The Office of Strategic Planning is responsible for supporting, coordinating and developing the strategic planning processes within the Institute. In addition there are three functions within the Office of Strategic Planning:

1. Marketing and Communications: to guide and integrate all marketing activities across WIT in line with strategic goals and priority audiences.
2. Quality Promotion: promoting improvement in the quality of education and related services at WIT by embedding a continuous improvement quality culture throughout the Institute.
3. Strategic Information: to assist the decision making process by collating analyzing and reporting on evidence from the internal and external environment.

There have been a number of key strategic achievements for the Institute within this period such as:

- The Institute applied under section 9 of the Universities Act to be designated as the University of the South East.
- Two additional academic schools were established to enhance offerings to perspective students and cluster activities in innovative ways: The School of Education and the School of Health Sciences.
- The Institute continued its ongoing development of Staff with €1.3 million invested in staff training and development. Furthermore a training and development co-ordinator was appointed to ensure the realisation of training and development benefits.
- The introduction of modularisation & semesterisation was a key cornerstone of the 2003-6 plan and the building block for more flexible approaches to learner engagement and to the capacity of developing programmes attractive to international markets.
- Major new buildings were completed; this included the Walton Building, the Nurse Education Building, the Arc labs research centre on the West Campus and restaurant facilities through the building of the Gallery restaurant

Academic Profile

Academic Portfolio

WIT remains firmly committed to the continued development and enhancement of its academic portfolio across the levels of the National Framework for Qualifications. The Institute has maintained its strength in the undergraduate portfolio in Business, Humanities, Engineering, Science and Health Science and has renewed and updated the portfolio of programmes of study in each school. The implementation of the Institute's modular system has allowed for new interdisciplinary programmes to be developed. Programmatic Reviews for Academic Schools are due every five years and the next phase of reviews is due to commence in the academic year 2007/2008.

Continuous Review and Quality Monitoring

The Institute is committed to quality as a process of continuous improvement in the quality of services and experiences provided to learners, clients and other stakeholders, and of the underlying management systems and processes that support the delivery of services. This commitment was reaffirmed through publication of a new Institutional Quality Framework. The Framework enshrines the following institutional principles guiding the quality management activities:

- We aim to assure the quality of the entire student experience
- All members of staff are responsible for quality
- We are committed to the principle of external peer involvement in assuring quality
- We take into account the views of our students, staff and external stakeholders
- We use an evidence-based approach in quality management

The Framework also introduced a new cycle of periodic quality reviews. Building upon existing ongoing quality assurance procedures the reviews are designed to facilitate all units in developing a strategic quality improvement plan based on critical self-reflection. The Academic Council, the Registry, Executive Board and Quality Promotions Office have also carried out extensive work in strengthening existing quality documentation and procedures throughout the year.

Modularisation and Semesterisation

The first stage of WIT's new modular course delivery system was introduced in September 2005. Since then 95% of courses have been semesterised.

School Structure

The academic structure has been reconfigured to six Schools with the creation of the School of Health Science and the School of Education and Professional Development. Each School will now be discussed in detail.

School of Business

The School of Business serves the Institute's mission through the provision of management education at undergraduate, graduate, executive and entrepreneurial levels.

It is divided into 3 academic Departments and 1 administrative unit. The heads of section are:

Head of School of Business: Dr. Thomas O'Toole

Head of Department of Accounting and Economics:

Mr. Ger Long

Head of Department of Management and Organisation:

Ms. Joan McDonald

Head of Department of Graduate Business: Dr. Denis Harrington

School Administrator: Ms. Sandra Haberin

Vision and Plan

The Mission of the School of Business is to develop thinking professionals to the highest international standards. Our aim is to prepare students for successful careers in business, the professions, public service and society. This is achieved through a suite of innovative and challenging programmes that are delivered in a personalised learning environment. Our intention is to continuously evolve and respond to our changing environment by offering accessible, flexible and relevant courses to all.

The School has an easily defined overall purpose of being knowledge-led and knowledge-leaders for business and management education. This purpose is common to many third level establishments but is made unique in its implementation and in our case:

- Our goal to be a research and teaching university - the School of Business is committed to this and all its actions designed to support it
- Our specific regional commitment - we have a regional market that is ours to serve and recognized as important in our Institutional Strategic Plan 2007-2010
- Our mission and vision - to develop thinking professionals - fit for practice and life.
- Our integration across our four levels: undergraduate, postgraduate, executive and entrepreneurial, and the creation of a graduate school of business concept as a centre for excellence for the Institute.

Student matters

The School initiated a Student-School forum in 2003. This body has nominated students from all class groups in the School of Business. The overall



Ruairi Quinn TD, former Labour Party Leader and Minister for Finance pictured with WIT Masters in Business Studies addressing European Union Government Issues

feedback to the School and its staff was excellent during the report period. One of the major improvements in the students' experience has been the opening of the Walton Building where the School has six computer laboratories.

Graduate feedback - much work was completed on graduate feedback in the report period in conjunction with the Course Boards. Graduates have progressed well from our programmes and the School's graduates form the bulk of new hires in businesses who hire business graduates in the region and is a milk round destination for many top Irish Companies.

Full Time Student Enrolment	2005/06	2006/07
Undergraduate	1,497	1,366
Postgraduate	114	108

Student Competitions, Prizes and Awards

Business Strategy Game 2006/07

Winners: HRM/Management Stream - Margaret Helena Byrne (HRM), Sarah Moylan (HRM), Claire O'Grada (Management) & Robert M. Wallace (Management).

The Marketing Challenge

2005/2006 - Grace O'Dwyer, Susan Weldon, Susan Murphy, Anne-Marie Ivers, Chris Wolohan & Donal Phelan, Bachelor of Business Studies Year 4.

2006/2007 - Aine Connellan, Sarah Hughes, Kevin Lillis, Robert Breen, James Tormey, BBS Year 4 Marketing Stream,.

John Hume Credit Union Scholarship Recipients

2006/2007 Christine Casey

2005/2006 Ciara O'Connor

PricewaterhouseCoopers Scholarship Recipients

2006 - Thomas Larkin, Merit awards to James Cody, Helena Hunt & Hugh Nolan

2005 - Kevin Kelly, Merit awards to Casey Gaule & Claire O'Donnell

Granville Hotel Marketing Student of the Year

2006/07 Aine Connellan, Bachelor of Business Studies & Kieran Ivers, BA in Marketing

2005/06 Chris Wolohan, Bachelor of Business Studies & Katriona Connolly, BA in Marketing

2004/05 Jemma O'Connor, Bachelor of Business Studies & Natalie O'Connor, BA in Marketing

Gerry Gray Memorial Award

2006 - Nicola Healy, BA Financial Services

2005 - Stephen Curran, BA Financial Services

Second Level Schools Quiz

2006 - 1st Prize, St. Peters Wexford

2007 - 1st Prize, Waterpark College, Waterford.

South East Enterprise Platform Programme - Best Business Plan Award (sponsored by Ulster Bank from 2007)

2007 - Wepal, and Taoglas

AIB Student of the Year in Business

2005/06 - Seamus Larrisey, Bachelor of Business Studies

2006/07 - Paul Doheny, Masters in Business in Economics & Finance

Richards Scholarship

2003 - 2007 - Alan Walker BBS

School Advanced Scholar

2006 - Mary Lawless

2005 - Jamie Power

Clubs and Societies Personality of the Year Award

2005 - Thomas Grant

2006 - Laura Forsey

BBS 21st Anniversary Scholars

Gemma Downey - Tramore Credit Union (Sponsor)

Ailish Farrell - Harry Deigman Foundation (Sponsor)

CEO-in-Residence



In 2006, the School became the 1st in Ireland to begin a CEO-in-Residence programme. Our CEO-in-Residence is Mr. Sam McCauley, Executive Chairman of McCauley's Chemists Group. The programme is designed to facilitate an ongoing and deep interaction between senior management practitioners and the School.

Ulster Bank Prize

2006 - BBS Year 1:

1st place - Tracey Larkin, 2nd place - Aine Murphy & special recognition for Joanna Szymanska.

2006 - BBS Year 2:

1st place - Anne Atkinson, 2nd place - Susan MacManus.

Other Student Prizes

- MBS in Accounting: Sun Life
- BA (honours) Financial Services: Standard Life and Meteor
- BBS 4: Meteor
- 2006 - marketing students shared a prize fund of €1,000 for commissioned market research by Waterford City Library, Harvest, and the School of Business. For the 3 projects the students surveyed over 2,000 people.

Staff Matters

There are 92 lecturers in the School of Business of whom over 90% are research active. During the period, over 15 staff were engaged in doctoral studies

Staff who obtained new qualifications during the report period:

- Ray Griffin obtained a PhD
- Mary Holden obtained a PhD
- Felicity Kelliher obtained a PhD
- Pat Lynch obtained a PhD
- Brigid Milner obtained a PhD
- Bill O’Gorman obtained a PhD

School of Business	No. of lecturing staff	No. of PhDs
2005 /2006	92	8
2006 / 2007	92	12

Courses

The School is now totally modularised and semesterised and in 2005 the School Review was completed. This review is a peer review of our teaching, learning and quality frameworks in the School. The report and feedback were excellent. The national and international panel was made up of 16 people including academic and practitioners across all our main disciplines. In 2006 the School commenced its innovative Flexible Semester. This gives students an opportunity to develop their own portfolio of modules for a semester. The School offers 4 options: work placement/internship; study abroad; new venture initiative; college and community. Some of our major work placement partners include VHI in Kilkenny, Citi Bank in Waterford, State Street Bank in Kilkenny; AIB nationally, Datapac and PFPC in Wexford, Sage in Waterford, KPMG and PricewaterhouseCoopers South East.

New courses developed in 2005/6 and 2006/7 in the School of Business

MBS in Economics and Finance in 2005

MBS in Corporate Administration and in Human Resource Management in 2007

Higher Diploma in Business in Management in 2006 with AOL Broadband (see photograph)

Graduate Diploma in Business in Enterprise Development in 2005

Research

The principal areas of research within the school are accountancy, finance, economics, management, marketing human resources, strategy, international business and business information systems. Research is also undertaken within a number of research centres namely, Waterford Crystal Centre for Marketing Studies, the Centre for Entrepreneurship and Centre for Management Research in Healthcare and Healthcare Economics.

Collectively the researchers within the School have secured more than €3.4m from a variety of research sources including the EU 6th framework programme, Fáilte Ireland’s Learning Networks Programme South East and South, EU’s Interreg programme, IRCHSS Scheme 6, Fáilte Ireland scholarships, and Technology Sector Strand 1. Dissemination of the research conducted in the school has been at national and international conferences and published in top tier journals. The school sponsors the Best Paper Award at Irish Academy of Management Conference

Launch of Higher Diploma in Management



Launch of Higher Diploma in Business in Management at AOL Broadband by Minister Martin Cullen, T.D., with participants on the programme, Eamonn McGettigan (Assistant Manager, Services to Business, Fás), Prof. Kieran R. Bynre, (Director, WIT), Mr. Alain Meric, Executive Director, AOL Broadband and Mr. Andrew O’Neill (President of Waterford Chamber of Commerce).

Past Presidents of WIT Business Society



Past Chairmen of the WIT Business Society pictured with the present day committee members attending the Past Chairmen Presentation as part of the 20th anniversary celebrations of the Business Society at Waterford Institute of Technology. Seated l-r: Michael Walsh ('95-'96); David Savage ('89-'90); Ollie Wade ('96-'97), and Sandra Quinn ('97-'98). Back row: Thomas Hayes, Sec.; Peggy Caffrey, Lecturer in Accounting; Angela Collins, Career's Office; Aisling Comerford PRO; Alan Walker, Present Chairman; Laura Forsey (Chair, '05-'06); Joan McDonald, Head of Dept. of Management and Organisation; Claire Orford, Karen Bolger and Margaret Skelly, Lecturer in Accounting.

All the centres have been successful in aligning the School with other leading institutions world-wide. We have developed and maintain integrated links with employers, professional bodies and other external parties relevant to our work. All staff have strong links with the professions including the main Accountancy bodies, the Marketing Institute of Ireland and the Chartered Institute of Personnel and Development. Our surveys show very high levels of employment for our graduates coupled with ever-increasing levels of participation on postgraduate programmes.

School of Education and Professional Development

The School of Education and Professional Development is built on the Department of Adult and Continuing Education's success in championing and mainstreaming a number of innovative education and CPD initiatives. These include the development of postgraduate courses for education professionals, development of foundation courses for mature learners, provision of adult educational guidance and counselling services, development of accredited courses in partnership with community/voluntary groups /companies and the recognition of prior and experiential learning.

The heads of section are:

Head of School of Education & Professional Development:

Ms. Dolores Gilhooly;

Head of Department of Education & Professional Development:

Ms. Mary Fenton;

Assistant Head of Department of Education & Professional Development: Mr. Dick Moody

School Administrator: Ms. Peggy Hale

Vision and Plan

The vision of the School of Education and Professional Development is two-fold:

- to become a leader in the provision of undergraduate and taught postgraduate programmes in education
- to offer a broad range of accredited adult education programmes to meet the CPD needs of adults and industry in the region.

It is imperative to equip graduates with the skills to succeed in an innovative economy and engender a passion for life-long learning. The adult education market is becoming more competitive and the School is developing its competitive advantage by offering accredited programmes, which meets the region's current and future economic and social development needs.

Student matters

The full and part time student numbers in the School are:

FullTime Student Enrolment	2005/06	2006/07
Undergraduate	3,968	3,729
Postgraduate	128	129

Staff Matters

There are 13 lecturers in the School of Education and Professional Development (including Head of School and Heads of Department), of whom over 46% are research active. During the period, over 1 member of staff was engaged in doctoral studies.

School of Education & Professional Development	No. of lecturing staff	No. of PhDs
2005 /2006	13	3
2006 / 2007	13	3

Staff awards

Dr Orison Carlile and Dr Anne Jordan were conferred as honorary professors of Tula state University, Tula, Russia.

Dr Anne Jordan was awarded for excellence in research supervision in June 2006.

Courses

- Enniscorthy Enterprise and technology Centre secured funding for four major projects with a total value of €1million approx.
- Re-launched the Masters in Management in Education.
- Gained approval for the MSc in Science Education (Primary Science)
- Gained approval for the (i) Higher Diploma and (ii) Masters in Social, Personal and Health Education in conjunction with the School of Health Sciences.
- Negotiated delivery of Postgraduate Diploma/Masters in Teaching and Learning in Further and Higher Education to IT Sligo academic staff.
- Secured new international EU projects through NALA and Richard Moody
- Negotiated the delivery of Higher Certificate in Advocacy Studies with IT Sligo

Public Lecture on Palliative Care in Uganda



In November 2005 the School of Education and Professional Development hosted a Public Lecture with Dr Anne Merriman on the Ugandan palliative care model. Dr Merriman was awarded an MBE in the 2002 in acknowledgment of the contribution she has made to Ugandan health care and also was awarded the individual recognition award from the International Association for Hospice and Palliative Care in 2001. She has had particular success in Uganda, where she has developed a model of palliative care, which is now incorporated by the Ugandan Government into its national health plan. This model of hospice care serves a role model for other African countries to encourage and incorporate palliative care efforts within their Health Care policies. Anne is currently working in five other African countries helping set up Nationwide Hospice care.

Ann Jordan's Retirement



Left to Right: Karen Bunyan, Orison Carlile, Mairin Grant, Director Kieran Byrne, Venie Martin, Peter Jordan, Mary Fenton. Front: Anne Jordan and Dolores Gilhooly

Outreach

Part of the mission of the Institute is the creation of a Learning Region within the South East. The School contributes to this through its outreach activity. For instance, Community Education and Development Programmes were offered during the year in: New Ross, Wexford, Enniscorthy, WIT, Waterford Women's Centre, Carrick-on-Suir and Clonmel with courses at Higher Certificate, BA (Ord) and BA (Hons) level. In addition Management Development Programmes of the County Enterprise Boards of South and North Tipperary Wexford, Wicklow and Kildare were certified by the Institute.

the Institute's Enniscorthy Enterprise Support Unit offered courses locally in County Wexford. The Enniscorthy Enterprise Support Unit was set up in November 2002 by the Institute to provide a direct link between WIT and businesses in County Wexford. Since 2005, EETC has;

- Delivered 23 different training programmes e.g. CPC (Certificate in Competence in Road Transport); Costing and Pricing, Insurance for Small Business to 370 participants
- Provided Business Support Service; Market Research for local enterprise; Business start-up support
- Contributed to 45 business start-ups in areas including haulage, agri-business, construction, book publishing.
- Act as an Information Centre re: full-time courses at the Institute.
- Secured funding for four major projects with a total value of €1million approx.

Research

The principal areas of research within the School are Best Practices in Teaching and Learning, Creativity in Education, Philosophy of Education, Older Learner and Community Education. Funding has been secured from Technology Sector Strand 1. Dissemination of the research conducted in the School has been at national and international conferences and published in top tier journals. The School within that period has been very active in developing Masters and PhD proposals in line with our research strategy and specialist areas.

The School has developed significant collaborative research links with international partners namely Lev Tolstoy Tula State Pedagogical University, Tula, Russia and Guangxi University, China and Gottevot, Saudi Arabia. Indeed, two associated staff members were appointed as Associated Professors of Tula University. In 2005/06, the school hosted an international Conference on Older Learners and in 2006/ 07 Co-hosted a conference on Creativity in Higher Education with NUI, Maynooth.

School of Engineering

The School of Engineering designs and delivers academic, research and developmental programmes related to engineering, construction, architecture and trade studies.

It is divided into 4 academic Departments and 1 administrative unit. The heads of section are:

Head of School of Engineering: Mr. Denis Moran

Head of Dept of Construction and Civil Engineering:
Dr. Ken Thomas

Head of Dept of Engineering Technology: Mr. Albert Byrne

Head of Dept of Architecture: Ms. Maire Henry

Head of Dept of Trade Studies: Mr. Denis O'Shea

School Administrator: Ms. Claire Fitzpatrick

Vision and Plan

The School of Engineering aims to provide high quality programmes that will train professionals in the relevant discipline areas within engineering, construction and architecture. The School fosters a student centred inclusive environment with an emphasis on excellence in teaching and learning and the development of technical competencies allied to appropriate attitude development. The School further aims to engender in the student body a sense of the social responsibility of the different engineering professions and a commitment to the concept of life long learning and their ongoing professional development after graduation.

To meet these aims the School supports the continuing professional development of the lecturing and support staff and pursues a policy of active support for engineering research by individuals and research groups. The School seeks to ensure that the teaching rooms, studios and laboratories are maintained to a high standard and are equipped with the best and most modern equipment affordable within budget. The School is actively involved in the promotion of engineering as a career and it has active links with local and regional industry; the long term goal is of becoming a centre of excellence/expertise in engineering and technology with a growing reputation in research and consultancy.

The list of specific ongoing School objectives includes the following:

- New Relevant Courses and Specialisms
- Increase and Modernise School Facilities
- Improve Staff Qualifications and Skill Base
- Improve Quality of Teaching
- Improve Student Effort and Commitment
- Personal Development - Educating the Whole Person- The Reflective Practitioner

- Promotion of Careers in Engineering STEPS, CALMAST, School Visits, Open Days
- Develop Expertise and Technical Reputation in Research and Consultancy
- To create a Centre of Excellence/ Expertise in Engineering/Technology
- Utilise the flexibility offered by MAP to address the problem of low demand courses in engineering
- Higher public profile for the School
- Successful implementation of PMDS in the Engineering School

Graduates of BSc in Architecture



On 26th September 2005, the Institute opened its doors to students on a new professional architectural programme. This was an exciting time for all concerned. The development of the new programme was a natural continuation of a strong tradition in courses related to the built environment in the Institute, particularly the architectural technology course. The new programme has successfully undergone rigorous academic and professional accreditation processes and draws its strengths from a dynamic international staff, collaborations at professional and academic levels and above all a rich diversity of student body.

The new Department of Architecture at the Institute was the first outside Dublin. It aims above all to empower students with a 'design mind' and to give them the skills necessary to contribute positively to the built environment. The department also acts as a catalyst for discussion and debate for the architectural community of the south east and works closely with local authorities to improve the quality of architecture in the region. On an international level, the department has agreements and exchange programmes with leading schools of architecture in France and Mexico.

Student matters

The full and part time student numbers in the School of Engineering are:

FullTime Student Enrolment	2005/06	2006/07
Undergraduate	1,266	1,225
Postgraduate	26	17

There are 38 full-time course year groups and 42 block release apprenticeship groups and some 630 (210 full time equivalent) craft apprentices in the school. In addition to fully assigned and shared lecture rooms the School has an extensive range of Laboratories, Studios and Workshops supported by a team of six technicians on full-time programmes and six technicians serving the trade studies area.

Staff Matters

There are 96 lecturers in the School of Engineering (including Head of School and Heads of Department), of whom over 20% are research active.

School of Engineering	No. of lecturing staff	No. of PhDs
2005 /2006	96	7
2006 / 2007	96	9

During the period, two staff members were engaged in doctoral studies

Staff who obtained new qualifications during the report period

- Austin Coffey obtained a PhD
- Jim Lawlor obtained a PhD
- Emily Grace obtained a MSc
- Michael O'Toole obtained an MA
- Paschal Kennedy obtained a BSc
- Robert Doyle obtained a BSc

Courses

The School offers full-time programmes at Certificate, Degree (formerly Diploma) and Honours Degree level in Mechanical/ Manufacturing, Electronics Engineering, Building Services, Civil Engineering, Quantity Surveying, Architecture, Architectural Technology and Construction Management. The School offers two taught masters programmes, in Project Construction Management, and in Electronics in addition to research based Masters in Electronics, in Manufacturing and in Construction IT. The School has a separate department catering for craft apprentices in the four areas of Plumbing, Electrical Installation, Motor Engineering and Bricklaying.

The teaching philosophy within the School of Engineering is one of "teaching through doing" and the promotion and support of life long learning both within the student body and the regional practitioners is a key objective. Interdisciplinary links are an important ingredient and electives are offered within the Schools of humanities, business, engineering and education. International scholarships, work placement and exchange programmes offer the students the possibility of studying in France, Italy or Germany. The School has a regional focus and hosts many events for the college and the wider community including foreign trips, seminars, conferences, workshops, publications and exhibitions. The School currently accounts for about 20% of the Institute's student population

New courses developed in 2005/6 and 2006/7 in the School of Engineering

- BSc in Construction Economics
- MSc in Construction Project Management
- Bachelor of Architecture degree
- MEng in Electronic Engineering.
- The craft area of Plumbing

Research

In 2005 a dedicated suite of engineering research laboratories belonging to the Department of Engineering Technology were vacated due to the return to Bricklaying training to the Browne's Road Campus and these were relocated to the adjoining building - the refurbished Rehab factory. In 2007 the manufacturing cell which had served as the key resource for manufacturing research activity was transferred from the main campus to the new building now designated as the Engineering Research Building.

The School has a strong research ethos and has been offering research Masters and PhD's within its eight research groups, explicitly Nano-photonics, Centre for Automobile Research, Semi-conductor Research Group, Microelectronics and Systems Research, Advanced Manufacturing Technology, and the Mobile Telecommunications Group. Collectively the researchers within the School have secured more than €1.7m from a variety of research sources including the European Commission FP6 and FP7, Travel Support Programme, Joe Murphy Barna Galway, Environmental Protection Agency, IRCSET Embark Initiative, Enterprise Innovation Partnership, Cancer Research Ireland, Renzo Piano Foundation, Enterprise



Colin Fagan and John Doyle, Construction Management students on placement in New York (Yankee Stadium) with Turner Construction

Ireland and EU Socrates - Minerva.



WIT robotic hand, An Engineering Project by WIT staff member Paul Allen in the Department of Engineering Technology

School of Health Science

The School of Health Science designs and delivers academic, research and developmental programmes related to health, exercise, sport and nursing care. It is divided into 2 academic Departments and 1 administrative unit. The heads of section are:

Head of school: Dr Eric Martin
Head of Department of Health, Sport and Exercise Science: Ms. Teresa Hurley
Head of Department of Nursing: Dr. John Wells
School Administrator: Ms. Alison Galloway / Ms. Laura Carr

Vision and Plan

The external factors driving the School's activities include preparation for meaningful employment and development of the region. The School therefore emphasises the development of competence of practice and recognizes the centrality of close and mutually beneficial partnerships with external employers and education commissioners. These are central commitments within the School's strategic plan.

The School recognizes that, while preparation for employment is important and vital to its mission, it is also essential to strive to provide learners, who are also clients and stakeholders, with both the skills and appetite for autonomous learning that will sustain and promote their continued personal and professional development. A team of over 60 highly qualified people delivers the school's work.

The most significant event over this period has been the formation of the School itself by transfer of existing activity from other schools, in accordance with WIT's strategic plan 2003 - 2007 (Progress and Potential). In 2004, the Department of Nursing, formerly part of the School of Science, was transferred into the new School. The School became fully established in June, 2005, with the creation of the Department of Health, Sport and Exercise Science from the transfer of certain courses, research programmes, staff and students from Department of Languages, Tourism and Sports Studies (in the School of Humanities).

With the assistance of Salmon's Reach consultancy, the school consulted with its internal and external stakeholders, reflected upon the findings and developed and published its strategic plan for the period 2007 - 2010 entitled Challenge and Change. The plan guides the school's development.

The building provided by the Department of Health and Children in connection with the transfer of nurse education was completed and put into use in autumn, 2005.

Launch of School of Health Science



Pictured at the launch of WIT's new School of Health Science at Waterford Institute of Technology are from left: Dr. Eric Martin, Head of School, Ms. Teresa Hurley, Head of Department of Health, Sport & Exercise Science and Dr. John Wells, Head of Department of Nursing.

Student matters

The full and part time student numbers in the School of Health Science are:

FullTime Student Enrolment	2005/06	2006/07
Undergraduate	1,003	1,022
Postgraduate	24	33

Student Competitions, Prizes and Awards

AIB Student of the Year

2006/2007 Emma Farrell, BA in Health Promotion, year 1

2005/2006 Michael Moynihan, BSc in General Nursing, year 4

Sports Excellence Award

2005/2006 Ursula Jacob, BB in Recreation and Sport Management, year 4: All Ireland camogie achievement

2005/2006 Pat O'Shea, BB in Recreation and Sport Management graduate: All Ireland achievement as manager of the Kerry football team.

Advanced Scholar Award

2005/2006 Jennifer Cunningham, BSc in Psychiatric Nursing, year 4.

Jonathan Swift prize

2005/2006 Joanne Burke, BSc in Psychiatric Nursing, year 4: an annual award for mental health nursing practice presented by St Patrick's hospital in Dublin

Waterford Crystal Trophy Food Safety Authority of Ireland competition

2006/2007 Paul Fenton, BA Exercise and Health, year 4: 3rd place

Staff Matters

There are 54 lecturers in the School of Health Science (including Head of School and Heads of Department), of whom over 81% are research active. At the time of writing, of the academic staff, 20% hold doctorates, 69% have masters' level qualifications and the remainder have bachelors' degrees. In this period, 10 staff members have earned higher degrees. Most of those not holding doctorates are studying for higher-level qualifications at present.

School of Health Science	No. of lecturing staff	No. of PhDs
2005 /2006	48	9
2006 / 2007	54	11

During the period, 19 staff were engaged in doctoral studies.

Staff who obtained new qualifications during the report period:

Rosie Donnelly obtained a MSc
 Donna Dunne obtained a MA
 Michael Harrison obtained a PhD
 Jean McArdle obtained a PhD
 Annalouise Muldoon obtained a MA.
 Máire Ryan obtained a MA
 Frances Finn obtained a MA
 Caroline Murphy obtained a MBA
 Linda Sheahan obtained a PGD
 Michelle Smith obtained a PGD
 Michelle Smith obtained a MSc

The School fosters collaborative work at many levels with its partners in the workplace and academia. The partners come from Ireland and abroad. The activities covered in partnership with others include course design and delivery, education in the workplace (including student placements, a major feature of all of the school's courses), research and consultancy. It organizes at least one event each year for the exchange of information and views between the school and its stakeholders and these have proved very valuable.

Courses

The School's courses fall into two main discipline areas:
 (i) Nursing
 (ii) Health, sport and exercise science
 This division is reflected in the aims and purposes of the School's departments.

The School also offers continuing professional development programmes for people already working in these fields and sees this as a strategic development area. One of the significant developments during this

period include (i) the introduction of the MAP - the Institute's modular system for the delivery of taught programmes - for all of our programmes; and (ii) the exploration of the use of multiple intelligences teaching approaches (MITA).

New courses developed in 2005/6 and 2006/7 in the School of Health Science

BSc (hons) in general nursing
 BSc (hons) in psychiatric nursing
 BSc (hons) in intellectual disability nursing
 BSc (hons) in nursing
 HDip in nursing
 Postgraduate diploma in nursing
 MSc in nursing
 BB in recreation and sport management
 BB (hons) in recreation and sport management
 BA (hons) in health promotion
 BA (hons) in exercise and health
 MA in sport psychology
 HDip in Arts in social, personal and health education
 MA in social, personal and health education

Research

The staff of the School have actively engaged in scholarship and this is summarized below. The amount and range of activity is growing and 81% of faculty meet the institute's definition of 'research active' in fields of expertise that include health behaviour research, oncology and its psychology, addiction studies and sports psychology. Faculty have been successful in applying for research grants and have attracted funding of almost €1 m during the period. In addition, they supervised 27 research students, 5 of whom were on the doctoral register.

Paralympic Council of Ireland Appoint WIT Sports Scientist as Physiologist



Mr. Liam Harbison, Performance Director of the Paralympic Council of Ireland and Mr. Bruce Wardrop from WIT, newly appointed team sports physiologist with the Paralympic Council of Ireland

School of Humanities

The School of Humanities at the Institute is a research-led school which prizes, supports and promotes, all areas of research as defined by Academic Council. These include, inter alia, scholarship as well as work in the creative and performing arts.

The School is divided into 3 academic Departments and 1 administrative unit. The Heads of Department presently are:

Head of School of Humanities: Dr John Ennis.

Head of Department of Applied Arts: Dr Michael Howlett.

Head (Acting) of Department of Creative and Performing Arts: Dr Rachel Finnegan.

Head (Acting) of Department of Languages, Tourism and Hospitality Studies: Mr Ray Cullen.

School Administrator: Ms. Norah Fogarty.

Vision and Plan

The vision of the School is performance-orientated incorporating a spectrum of studies from sub-degree to postdoctoral work. Our aim is to place on stream highly distinguished research-competent learners capable of making the maximum societal impact regionally, nationally as well as in an inter-collegiate context internationally. The plan of the School is to increase the numbers of students at honours degree, postgraduate and doctoral levels, while still maintaining faith with subdegree work to meet ongoing community, cultural and social needs.

Student matters

The full and part time student numbers in the School of Humanities are:

FullTime Student Enrolment	2005/06	2006/07
Undergraduate	1,645	1,721
Postgraduate	22	27

Student Competitions, Prizes and Awards:

38th World Skills Olympics in Helsinki Finland

2005/2006 Sinead Leacy, Gold Medal for Ireland in the Restaurant Service Competition.

The Advanced Scholar Award

2006/2007 Uta Husfeld BA Languages and Marketing.

National Skills Restaurant Service

2005/2006 Mr James Sheridan, Hospitality Skills: Department of Education Silver Medal.

National Skills Pastry Competition

2006/2007 Mr Fabio Gismondi, Professional Cookery: First Place.

Cote du Rhone Wine Challenge

2006/2007 Ms Treasa Forrestal, Hospitality Skills: Silver Medal.

Irish Hospitality Institute Graduate of the Year

2006/2007 Ms Josephine Mathews, BA in Hospitality Management.

Johnson and Wales College Scholarship

2006/2007 Professional Cookery: Winner.

SouthEast Panel of Chefs Food Fest

2005/2006 Evelyn O'Keefe, Cook Serve, Silver Medal.

National Apprentice Finals, Department of Education & Science

2005/2006 Sinead Leacy, Silver Medal.

Finalist National Apprentice Competition 2005

2005/2006 Roisin Horsham, Medal Finalist.

2005/2006 James Sheridan, Medal Finalist.

European Championships

2005/2006 Roisin Horsham, Professional Cookery, Gold Medal.

National Championships, Catex

2005/2006 Sinead Leacy, Senior Cook Serve, Gold Medal.

2005/2006 Sinead Leacy, Junior Cook Serve, Gold Medal.

2005/2006 Mark Buckley, Junior Cook serve, Silver Medal.

2005/2006 Sinead Leacy, Napkin folding, Silver Medal.

Winner of the Bulbulia International Award in the Humanities

2006: Ms. Cordula Hansen.

Winner of the Bulbulia International Award in the Humanities

2007: Ms. Samantha Thomas.

Staff Matters

There are 72 lecturers in the School of Humanities (including Head of School and Heads of Department), of whom over 54% are research active.

School of Humanities	No. of lecturing staff	No. of PhDs
2005 /2006	125	20
2006 / 2007	137	21

During the period, over twenty-two staff were engaged in doctoral studies. Over the period 2002 - 2007, some forty-eight staff received fee supports for postgraduate studies.

Staff who obtained new qualifications during the report period:

Albert Keating obtained a D.Litt

Christine O' Dowd Smyth obtained a PhD.

Lisa Fitzpatrick obtained a PhD.

Niamh Thornton obtained a PhD.

Hazel Farrell obtained a PhD.

Patrick Fitzgerald obtained an MA.

Elliott Payne obtained an MA.

Tony Barry obtained an MA.

Staff Awards

European Award for Languages, Dr. Áine Furlong and associated staff in Languages.

Courses

Courses within the School of Humanities fall into ten main discipline areas: Art, Culinary Arts, Design, Hospitality Studies, Languages, Law, Music, Psychology, Social Studies and Tourism.

New courses developed in the School of Humanities:

Bachelor of Arts (Honours) in Tourism Marketing.

Bachelor of Arts (Honours) in Early Childhood Studies.

Bachelor of Arts (Honours) in Criminal Justice Studies.

Bachelor of Arts (Honours) in Psychology with Arts.

Bachelor of Arts (Honours) in Legal Studies*

Bachelor of Arts (Honours) in Design (Visual Communications)*

Bachelor of Arts (Honours) in Applied Social Studies in Social Care*

Bachelor of Arts (Honours) in Visual Art*

(Please note that courses indicated by an asterisk are new replacement courses)

Research

The principal areas of research within the School are (in alphabetical order): Creative and Performing Arts (incorporating Art, Dance, Design, Drama, Film and Music), Culinary Arts, Hospitality Studies, Languages (incorporating Creative Writing), Law, Psychology, Social Studies and Tourism.

The School has over sixty research postgraduate students, with over fifteen per cent of these pursuing PhD studies.

Research is also undertaken within a number of Research Centres namely, Centre for Social and

Tourism Industry Challenges Outlined at WIT Conference June 2006



Hosted by WIT, the challenges facing Ireland's tourism industry were outlined and discussed at the Annual Conference for Tourism & Hospitality Research in Ireland. Pictured from left: Denis Harrington, Head of Graduate Business, WIT; Garry Breen, SE Tourism; Antony Foley, Waterford Crystal Centre for Marketing Studies; Paul O' Toole, Tourism Ireland; John Brennan, Park Hotel, Kenmare; Redmond O'Donoghue, Chairman, WIT and Richard Hayes, WIT.

Family Research, Centre for Creative and Performing Arts, Centre for Legal Research and Publications, Centre for Modern Languages Research, Centre for Newfoundland and Labrador Studies and Centre for Tourism and Hospitality Research. Collectively the researchers within the School have secured more than €.5m from a variety of research sources including Health Board, Royal Irish Academy, The Arts Council and various bodies associated with cultural, social and community initiatives. A range of research is also taking place in the Philosophy, History and the Culinary Arts.



Presentation of Awards to Restaurant Students by Ray Cullen. In the background is WIT's Sinead Leacy, World Champion 2005.

2006/2007 End of Year Degree Show of Fine Art



Final Year Students with Dr. Rachel Finnegan, Head of Department of Creative and Performing Arts.

School of Science

The School of Science at the Insitute is a research-led centre that provides education and research opportunities in the sciences and informatics. The school is charged with the provision of teaching and the development of research in the chemical and life sciences and in computing, mathematics and physics.

It is divided into 2 academic Departments and 1 administrative unit. The heads of section are:

Head of School of Science: Mr. Paul Barry

Head of Department of Chemical and Life Sciences:

Mr. John Griffith

Head of Department of Computing, Mathematics and Physics:

Dr. Micheál Ó hEigeartaigh

School Administrator: Ms. Fiona Power

The School has a number of committees, including the School Management Committee, the School Committee, the Department Research Committees, the Programme Boards, and the Health and Safety Committee.

Vision and Plan

The School is the premier provider of third and fourth level science education in the South East. It carries out this mission by

- Providing student-centred education to those registered on its courses
- Carrying out high-level research in science and informatics
- Working with partners and stakeholders to gain benefit from the knowledge and skills available in the School
- Supporting regional and national bodies in the promotion of science and technology
- Working with regional and national industry partners
- Working with second and first level schools in the region to stimulate interest in science and technology
- Developing opportunities for graduates to engage in continued professional development
- Working with international partners in education and research

Maths week 2006/2007



Students present at Maths Week

Student matters

The full and part time student numbers in the School of Science are:

FulTime Student Enrolment	2005/06	2006/07
Undergraduate	615	640
Postgraduate	43	62

Student Competitions, Prizes and Awards

Sunlife Bursary

2006/2007 Tom Fennessey, BSc (H) in Information Technology.

2005/2006 Joanne Murphy, Higher Certificate in Computer Application, Year 1

Summer studentships from the Society for General Microbiology

2005/2006 Adrienne Clark and David O'Neill, BSc Biotechnology.

WIT advanced scholar award

2005/2006 Breda Veale, BSc (H) in Biology with Quality Management.

WIT QAD Award: Best Overall Project

2006/2007 Niall Doherty, BSc (H) in Information Technology

2005/2006 Barry Quigley and Cormac McInerney

Best Software Design

2005/2006 Cathal O'Brien.

Best Commercial Project

2005/2006 Chris Gallagher

AIB Student of the year

2006/2007 Niall Donnelly, BSc (H) in Physics with Computing

2005/2006 Adrienne Clarke, BSc in Biotechnology, Year 3.

IRCSET PhD Scholarship

2006/2007: David O' Neill, BSc (H) in Applied Biology

2006/2007: Adesola Olowu, BSc (H) in Applied Chemistry

2006/2007: Mike Kinsella, BSc (H) in Applied Chemistry

2006/2007: Laurence Fitzhenry, BSc (H) in Applied Chemistry

2005/2006: Siobhan Ryan, BSc (H) Biology with Quality Management

2005/2006: Amanda Freeman, MSc Computing by research.

Best talk, IT Science Colloquium, Carlow IT

2006/2007 Vanessa Murphy, PhD by Research

Gold and Silver medals at Bloom

2006/2007 Gold medal, Gerard Mullen, BSc in Horticulture for his garden 'Inner Space' (bursary of €17,000 to build garden from the organizers)

2006/2007 Silver medal at Bloom:

Gwen Reill, BSc in Horticulture for her garden 'A Rooftop Retreat'

RDS Horticulture Student of the Year

Robert Challoner, BSc in Horticulture

SFI funded internship/ International Summer School

David Martin, BSc (H) in Applied Computing

Staff Matters

There are 100 lecturers in the School of Science (including Head of School and Heads of Department), of whom over 50% are research active.

During the period, over 20 staff were engaged in doctoral studies.

There are approximately 100 lecturers in the School of Science (including Head of School and Heads of Department), of whom over 50% are research active.

School of Science	No. of lecturing staff	No. of PhDs
2005 /2006	88	32
2006 / 2007	104	35

During the period, over 20 staff were engaged in doctoral studies.

Staff awards

WIT Excellence in postgraduate supervision award:

Dr Peter Mc Loughlin

WIT Excellence in teaching:

Mr. Eamonn de Leastar.

European Community Eureka award for Science Communication:

Dr. Sheila Donegan & Mr Eoin Gill

Courses

The School continued to develop its portfolio of courses, aimed at:

1. Undergraduate students (eg BSc in Food Science)
2. Postgraduate students (eg MSc in Information Processes)
3. Overseas students
4. Industry partners (eg BSc in GMP),

WIT Consortium Wins National Centre Role to Pioneer Internet Research



Following a competitive process, a consortium led by WIT have been designated as the National Centre for IPv6 in Ireland. Pictured at the launch of the National IPv6 Centre (Internet Protocol Version 6) are Martin Cullen TD, Minister for Transport who officially opened the centre on behalf of the Dept of Communications, Marien and Natural Resources. From Left: Micheal o Foghlu, Director of IPv6 Centre; Dr. Willie Donnelly, WIT Head of Research; Latif Ladid, President, IPV6 Forum; Minister Martin Cullen, Redmond O'Donoghue, WIT Chairman and Professor Kieran Byrne, WIT Director.

...as well as modifying existing courses to maintain their currency and to take best advantage of the Institute MAP initiative.

New courses developed in 2005/6 and 2006/7 in the School of Science

BSc (Hons) in Pharmaceutical Science

BSc (Hons) in Business Management in Agriculture/Forestry/Horticulture

MSc in Quality Management

MSc in Analytical Science with Quality Management

BSc in Good Manufacturing Processes

Higher Diploma in Business Systems Analysis

BSc (Hons) in Computer Forensics

MSc in Multimedia and eLearning

MSc in Information Systems Processes

BSc in Food Science with Business

BSc (H) in Multimedia Applications Development

BSc (H) in Financial Mathematics

Research

The principal areas of research within the School are biotechnology, eco-innovation, separation science, photonics, information and communications technology (ICT), information systems, embedded systems and eLearning.

The School has over 70 research postgraduate students,

with over 50% of these pursuing PhD studies.

In providing research degree programmes, the School of Science in WIT aims to

- Provide level 9 and level 10 research opportunities to its students
- Build sustainable research capacity in a number of focused areas
- Develop a research-led ethos in all the work of the school
- Continuously improve the quality of teaching in the school through the currency of its research

Significant developments in research include the formation of research centres in the areas of eco-innovation, pharmaceutical science & molecular biotechnology, which span the range of activities in the Department of Chemical and Life Sciences, and the emergence of research clusters in the areas of Biomedical Sciences and in Health Informatics. Collectively the members have secured more

than €4m from a variety of research sources including the SFI, HEA PRTLI Programme, the Health Research Board, the Technology Sector Research Strands 3 & 1, the Environmental Protection Agency, Enterprise Ireland's Innovation Partnership Programme and the EU's Interreg programme. The school's association with the TSSG continues to provide a stimulus for much of the ICT based research in the Department of Computing, Mathematics and Physics, while the Optics group in that department continues to be successful.

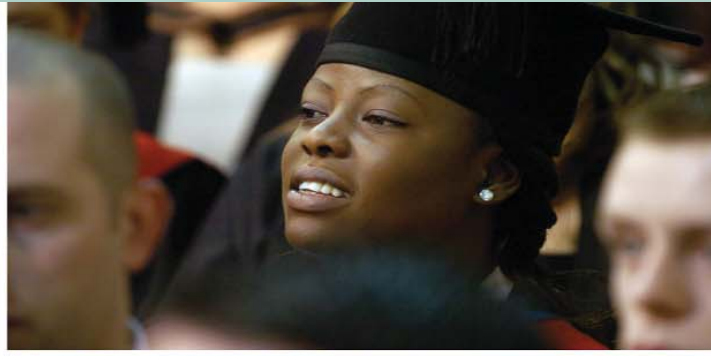
A significant development in 2007 was the launch of the Eugene Lawler graduate school of Computing. The Eugene Lawler Graduate School of Computing will consolidate the place of applied research at the core of the work of the department of Computing, Mathematics and Physics, and will contribute to the sustainability of industry in the region and be a resource that will be very significant in attracting new high technology industry to the region.

Research income (excluding TSSG) : 2005/6 €520,157;
2006/7: €2,001,004

WIT Academics Win Top EU Science Award



Dr. Shelia Donegan and Mr. Eoin Gill, from WIT's Centre for the Advancement of Learning of Maths, Science and Technology (CALMAST) were named as Descartes Science Communication Prize winners. The high level expert panel of leading EU scientist and media professionals, chaired by Suzanne de Cheveigne of the prestigious French research institute CNRS, hailed Dr. Donegan and Mr. Gill for the exceptional talent and commitment shown in communicating complex scientific issues to a wide public.



Campus Developments

Planning, Physical Development and Facilities Management

Overview of Capital Needs

The importance of the built learning environment as an icon of heritage and the carrier of societal and cultural norms inspire and inform decisions and established priorities in facilities management and development at all the institute's campuses.

The institute has a multi-campus structure with four sites clustered within a three kilometre radius of the main campus. As, however, the community of the institute grows in absolute numbers, in diversity, and across many campuses, planning and physical development must expressly and consistently address a number of challenges in:

1. Planning and implementing an ongoing programme of major capital investment.
2. Providing physical resources for planned growth in learner numbers to match the changing profile of learners, thereby ensuring that knowledge, technology and cultural transfers can occur and is disseminated across the communities of the south-east,
3. Ensuring that adequate funding structures are put in place to contribute positively to the capital development plans of the institute.
4. Ensuring that the institute's built estate supports and enhances its basic processes of delivery.

The institute must, therefore, possess the primary assets necessary to support its strategic goals within the context of changing challenging needs and expanding demands for new and improved accommodations. The planning, physical development and facilities team at WIT is committed to delivering first class facilities within the resources made available to it on an ongoing basis.



The planning, physical development and facilities management activities at the institute are led and directed by Mr. John J. McConnell, Assistant Principal and managed by Mr. Paul Quirke, Capital Projects Manager and Ms. Elaine Greenan, Estates Manager.

Planning

The institute has developed an attractive modern university-type campus environment for staff and students at its main campus in the city and at a smaller campus housed in a former convent close to the city centre. A large additional campus at Carriganore, just outside the city, provides an asset base suitable for future development, the base for our research and health science activities as well as some corporate services and student residential and sports facilities. The institute, is resolved to continue to invest significantly in the development of these campuses as a matter of strategic importance.

A master plan proposing the future direction of development for this campus was presented for approval to the Department of Education and Science during 2006-2007. This plan may be viewed on the institute's website at <http://webct.wit.ie>

The master plan proposes development of the campus on a holistic basis along the lines of the centennial campus at the university of north carolina and will include areas zoned for research, faculty (teaching and learning) and sports and such complementary developments as residential accommodation, conference facilities, commercial developments, etc.

Carriganore House



Major Capital Projects

Over the past 10 years €100 million has been successfully invested in capital projects including: Luke Wadding Library, Walton ICT, Gallery Restaurant, ArcLab Research and Innovation Centre and Nurse Education Building.

The construction of the Tourism and Leisure education building which recommenced in August 2006 following a pause of some four years is now due for completion in early 2008. This 7660m² building will accommodate the institute's departments of languages, hospitality, tourism and exercise, sport and health science.



ArcLab Research and innovation Building This 2,400m² building provides facilities for housing many research, development, enterprise and innovation partners.

Projects identified and recommended in the HEA Review and Prioritisation of Capital Projects in Higher Education will be progressed under a public private partnership initiative. Planning for these projects is at an advanced stage and it is anticipated that the WIT secured projects will be completed and occupied in 2010.

Funding for the next phase of the development of fourth level research facilities at the institute's campus in carriganore was secured in July 2007 under Cycle 4 of the HEA PRTL scheme.

Major achievements during 2006/07:

1. Provision of professional property management services to the institute's buildings, staff and students.
2. Continued development and maintenance of an attractive estate of appropriate quality that will enhance the image and activities of the Institute.
3. The implementation and roll out of a fully integrated web enabled building and energy management system across all buildings.
4. The establishment of the Institute as a model of good environmental management for the region.
5. The continued provision of a healthy and safe working environment for staff and students.

Official opening of Archlabs Research and Innovation Building



In October 2006, An Taoiseach, Bertie Ahern visited WIT's West Campus at Carriganore where he officially opened the ArcLab Research & Innovation Centre. Funded under the HEA's Programme for Research in Third Level Institutions (PRTL), Enterprise Ireland and AIB, the ArcLab centre accommodates 110 researchers of the Telecommunications Software & Systems Group (TSSG), the Institutes Centre for Entrepreneurship and the South east Enterprise Platform Programme (SEEP). Pictured at the opening was from left; John McConnell, Assistant Principal, WIT; Willie Donnelly, Head of Research; Martin Cullen TD, Minister for Transport; Redmond O'Donoghue, Chairman, WIT; An Taoiseach Bertie Ahern TD; Senator Brendan Kenneally and Professor Kieran Byrne.

Library and Computer Services

There were significant developments and achievements with Library Services between 2005 and 2007 such as:

- The Circulation Desk had a busy year throughout the reporting period. The implementation of the new register to allow for payments either by cash or WITcard occurred in 2007.
- The Information Desk continued to be an important contact point for library patrons throughout 2007. Information Desk and reference services developed further with increased Desk "opening times", with evening Reference services now being provided. An Instant Message (IM) Reference Service was piloted from the Information Desk. The IM service allows remote, instantaneous, real-time electronic communication between the Information Desk and the library patron. It is planned to launch and integrate the service in 2008.

Luke Wadding Library



- The Learning Support team provided a large number of library resources and research skills training sessions to undergraduate and postgraduate students throughout the period, implementing an updated training module. In addition to this, the team also catered for specially targeted user groups, including Adult Education Classes, individual student groups and CHART students. Preparation work began on a dedicated online information literacy programme for international students.
- WIT Libraries website was completely revamped following a project in 2007. The redesign brought the look of the site more in line with modern, web 2.0 sites. This project also allowed for new features to be added to the website, which includes:
 - > Introduction of a library news blog, with RSS feeds and reader feedback options. A separate scaled down version of the catalogue, available from the opening homepage, and throughout the entire library website
 - > Introduction of the Instant Messaging Information Desk service
- Digital Archive and Electronic Theses: A policy was introduced during 2006-2007 requiring all research postgraduates to submit a copy of their thesis to be deposited to the library in electronic format, to be added to the Institute's digital archive. Work began on implementing this policy, and staff liaised with students submitting their thesis during 2006-2007. Work on depositing these research theses is still ongoing. Critical mass of the Digital Archive grew significantly during the two years 2005-2006 and 2006/2007. There were a number of training and information sessions held throughout this two year period. In addition to this, external partnership avenues were explored.
- Technological Structure - There were a number of updates to the technological structure of the library. The range of PCs in the Library Learning Centre was completely replaced at the end of the year, which should assist greatly in the provision of Learning Support. In addition to this, the Computing Services Department rolled out a full wireless Network access system within the library, with a number of areas throughout the library designated as WIFI hotspots.
- Library Research - A number of library staff undertook research in the field of Library and Information Science throughout the two academic years. A number of scholarly articles were published by library staff in the area of library funding, content management systems, information provision and information literacy.
- The Interlibrary loans office continued to source a significant number of resources from external libraries, and in 2007, an online request procedure was implemented with success.
- Catalogues - By the end of the academic year 2006-2007, the library held over 181,500 items in stock. In addition to this, the library's access to academic periodicals in print and electronic format continued to grow. During the period under review, work also continued on cataloguing the Institute's special and rare collections, including the Rosen and Church of Ireland Collections. In this period, an application for funding to the Heritage Council to develop these rare collections was successful.

President Unveils Pauline Bewick Collection at Waterford Institute of Technology



President Mary McAleese pictured opening the collection donated by the renowned Irish Artist, Pauline Bewick. The collection which consists of well over 200 pieces of art is to be permanently on display at the Walton Building in Waterford Institute of Technology.

The strategic goals of Computer Services are:

- Install and maintain IT facilities
- Enhance IT instructional services
- Provide the core services for the Institutes IT infrastructure
- Support the Institute data and phone networks
- Support the core business management information systems (MIS)
- Encourage efficient use of computing and networking among departments
- Strive for value for money on IT spending

During the last year, Computer Services has rolled out a wireless LAN which has proven to be very popular with students who have their own laptops and want to access the Internet with them. Also, during the last year, the MIS team in Computer Services has developed and deployed

- On line exam results
- On line registration and payment facility
- On line exam timetables and seating plans
- On line exam registration
- On line subject confirmation/registration facility
- On line HEA survey for new entrants.

Computer Services

The Computer Services department at the Institute is responsible for the maintenance and development of Institute IT Facilities including data and phone networks, e-mail facilities, MIS and general computing facilities for staff & students. Specialised computer facilities associated with certain academic departments are managed by local technicians in these departments.

Student Support Services

The Career Centre

The mission of the Career Centre is to enable students and recent graduates to proactively manage their careers (set realistic goals, make informed career decisions and develop the skills necessary to accomplish their goals) by offering a range of professional services including careers information, education, advice and guidance.

The Centre facilitates employers and their Graduate Recruitment activity in WIT, engages collaboratively with academic colleagues to foster careers education and development within the curriculum and works with students and recent alumni in a wide variety of ways to ensure a smooth transition from third level to the world of work or further study.

During the academic years 05/06 and 06/07, the Centre handled one-to-one advisory sessions with students, quick queries during daily open hours for students, e-mail and phone guidance with a careers adviser and access to computer based guidance systems.

The Careers Centre also offered the following services to students, graduates and employers:

- Employers Fair, which is organised annually in cooperation with colleagues from nine other Higher Education institutions.
- Employer Liaison Programme, of employer presentations and on-campus interviews as part of the graduate 'milkround' process.
- Career Management Skills Workshop, one day careers management skills workshops which assists students with the career planning process in a systematic way.
- The Careers information Room/ Library containing information about particular careers.
- Vacancy information, which consists of a monthly e-newsletter and hardcopy newsletter for students, database of new vacancies updated on website regularly and directories of international opportunities
- Careers website, which provides information on the full range of support services and resources provided by the centre such as various electronic careers programmes of interest including career management and transferable skills, psychometric testing and other similar programmes.

Campus Services

Campus Services Limited is responsible for all trading operations on campus. Its aim is to deliver the best possible (non-academic) services and facilities to the student population of Waterford Institute of Technology. has been in existence since 1989 on the campus of Waterford Institute of Technology. Its services and facilities have grown in conjunction with the expansion and growth of WIT.

The Career Centre



Final year students researching their career opportunities in the Careers Information Section of the Institute's state of the art library facility.

During the past two years its services have grown to include:

- WITCard Services: Identification Card, Photocopying & Printing, Point of Sale, Vending, Access Control, Web Value Load and On line ordering.
- Restaurants: Hot House Bistro, The Gallery Restaurant, Oscars Café, The Tea Rooms, The Dome Restaurant, College Street Canteen, Norcor Restaurant, and the Hillside Side Café, Carriganore.
- Retail on Campus: Spar at the Well (On Campus), Spar Manor Village (Off Campus) Campus Shop, Book Point and a new Sportswear Shop
- Sports and Recreation: The Fitness Suite, The Sports Hall and All Weather Pitch, The Games Room and the Dome Bar
- Accommodation: Manor Village 1 and 2, and College Fields
- Additional Services: Transport, Secretarial Services & Desktop Publishing, Medical Centre, Laundry service, baggage security, conferencing and banqueting

Clubs and Societies

The Institute has an excellent diversity of sporting and recreational clubs to cater for students at all levels of participation, from the recreational to the elite competitor. The Clubs and Societies Office plays a key role in the life of the Institute to ensure that student's needs are cared for holistically. WIT has a tremendous history in sport and recreation with over

30 sports clubs and upwards of 25 societies registered each year.

The WIT GAA Club is the best known and most successful with its hurlers having won the Fitzgibbon Cup on seven occasions, including three in the last six years. Other sports that feature high in the Institute include: Camogie, Ladies and Men's Gaelic Football, Soccer (Men's and Ladies), Rugby (Men's and Ladies'), Athletics and Basketball (Men's and Ladies). There is also a lot of support for a wide range of other sports such as Kayaking, Badminton, Swimming, Equestrian, Judo and Sailing.

These clubs have very strong membership bases and represent the Institute in Intersarsity competitions very successfully. Some of the more active societies within the Institute are the Business Society, the Engineering Society, Architectural Society, the Law Society as well as the Social Care Society. All of the Institute's societies organize various events throughout the academic year.

Some notable achievements that WIT Sports Clubs have achieved in 05-06 and 06-07 include the Senior Hurling Club winning both the Fitzgibbon Cup and the Higher Education Division 1 League in 2006, the Athletic Club winning individual and team events at the Indoor and Outdoor Championships in 2006 & 2007, the Fresher Men's Rugby Club winning the O'Boyle Cup for the first time in 10 years in 2007, the Fresher Camogie Club winning the Fresher Shield Competition in 2006, the Sailing Club achieved exceptional results at various events in 2006 & 2007, the Ladies Soccer Club winning a Division 1 League and cup double in 2006, the Ladies Rugby Club won the All Ireland Blitz in 2006 and the Fresher Hurling club won the All Ireland Fresher Shield in 2007.

The WIT Sports Scholarship Programme has been

revamped and increased numbers of top class sports people are being attracted to the Institute to ensure the Institute continues its fine record on the sporting fields of play in the future.

Centre for Helping, Access, Retention & Teaching (CHART)

The Centre is primarily concerned with:

1. Improving retention of students within WIT by helping them in a range of ways to complete their course.
2. Making the Institute more accessible for those who traditionally may not have considered third level education as an option for them.

This is done through initiatives such as:

- Additional learning support
- Mentoring
- Mature Student Summer School
- Access initiative such as the REACH Programme and the Millennium Project.
- Support for students with a disability
- Childcare subsidy: student parents may be given limited financial assistance.
- Direct financial assistance: for students who are experiencing severe financial difficulties.

The Fr. John Moore Community Award



Fr. John Moore was chaplain to the then WRTC when he died suddenly at the age of 31 in 1971. This award was established in order to perpetuate his memory and in appreciation of how he enriched the life of the institution. This award is made to the person who is deemed to have made the greatest contribution to the institute community in some way - social, personal, recreational, academic or organisational. Pictured above receiving the award in 2005/2006 was Aisling O' Toole and John Joe O' Farrell in 2006/2007.

Pastoral Care

The Pastoral Care emphasis during the period under review was towards having a network of caring people in the institute. A great many students were involved actively in caring for those who share their institute years with them. Many staff, at all levels, also chose to exercise a caring role in a variety of ways. Both students and staff, in significant numbers see themselves supporting the total well-being of the person. This voluntary collective caring energy often finds a focus for its expression, development and support in the Pastoral Care of the Chaplain.

During the period under review saw the progression of relevant confidential links between Pastoral Care and services external to the institute. Such links are an important aspect of supporting students who present with a particular problem or concern and include links with gardai, legal services and health boards. Pastoral Care has extended its capacity to share life, death, failure, pain, success and celebration both in and beyond the institute. This year also saw an increase in the follow-through of pastoral care to student home, hospital, court and other visits and provided mediation to student difficulties as a feature of its non-institutional presence.

Schools Liaison and Marketing Office

The aim of the Schools Liaison and Marketing office is to make potential applicants aware of the opportunities in higher education, in particular at WIT and to provide them with sufficient information on their chosen course, the institute and its facilities to enable them to make an informed choice. The office works closely with the Registrars Office and the Marketing Manager to achieve these aims

Since the inception of the Schools Liaison and Marketing Office in early 2003 it has strived to achieve this goal, in the 2005/06 school year sixty four schools were visited and information sessions held for specific targeted groups. The Institute was also represented at twenty five Careers Exhibitions and Higher Options events, and organised numerous campus visits to enable students explore their course options and experience college life. In 2006/07 this work continued with a total of sixty eight schools were visited and twenty seven Careers events attended. The office is involved in the organising committee for Open Day which attracted over 2,500 potential students to the college in December 2006 and over 3,000 in December 2007. In May 2007 for the first time the Institute organised an Open Evening for CAO Applicants and their parents and the was very successful and an event that will be run again in 2008.

Reunion - April 2007



Classmates of 1997 enjoying their 10 year reunion

Fitzgibbon Cup Final 2006



WIT wins the Fitzgibbon cup defeating UCE in the final at Pairc UI Rinn in Cork (March 2006)

Alumni Association

Launched in 2003, the WIT Alumni Association aims to keep graduates of WIT connected with the Institute and each other after graduation. Membership is automatic and free and offers graduates the ideal forum to stay involved with the Institute long after they've graduated. Through communication mediums such as the Alumni Matters magazine and E-Zine (e-mail newsletter), the association reaches over 27,000 graduates regionally, nationally and internationally. It keeps graduates up to date with developments at the Institute, as well as offering articles about graduates at home and abroad. The Alumni Office also organises anniversary events for graduates and supports reunion events.

Staff Support

The management of the Institute's Human Resources involves many facets such as recruitment, selection, training & development, employee relations, industrial relations and superannuation. The Institute has adopted a range of innovative policies and procedures to manage the various elements of the HR Function. Some of these are prescribed by the Department of Education & Science and Employment Legislation. However, a number of policies and procedures have also been developed within the Institute by individual managers and also through consultative processes.

Human Resource Manager: Mr. Neil O' Sullivan

Office HR Administrator: Ms. Caroline Corcoran

Freedom of Information Officer: Ms. Laura McGibney

Superannuation Officer: Ms. Catherine Shannon

Continuing Professional Development Officer:
Ms. Roisin Shanahan

Recruitment Officer: Ms. Paula Power

Employee Relations Officer: Ms. Ruth Henebry

Recruitment Assistant: Ms. Nicola Courtney

Human Resource Objectives

Human Resources will assist the Institute review and change its structures and working terms and conditions as required and by agreement with the staff and their representatives to reflect the changes required to move to University status. The main strategic priorities of Human Resource are:

- Facilitate the personal and professional development of staff
- Assist excellence in teaching, learning and research
- Build quality into the organisation and all its activities
- Contribute to a change management and communications programme
- Aid the creation of new posts and structures for the College
- Play a key role in the University submission process

Human Resource Training and Development Initiatives

The Institute now employs over 1,000 staff directly and 300 indirectly through companies providing a wide range of non-academic student support services such as accommodation, catering and secretarial services. The Institute is the third biggest employer in Waterford and it is critical that the Institute continues to develop its HR strategy so that it attracts the best possible staff in all disciplines, maintains those staff through innovative training and development programmes and supports and retains them through excellent reward, recognition and employee well-being initiatives. The main training and development programmes provided by Human Resources are:

- PMDS
- Prof. George Gordon met with staff focus groups in June & Oct 2006, to guide deliberations for a Staff Training & Development Plan
- Advanced Qualifications Support
- Lecturing Skills
- Management Training
- Communication Skills in the Classroom
- ECDL - Access, Powerpoint, Excel Beginner to Intermediate level
- Giving Feedback to Students
- An Introduction to Multiple Intelligence
- Education & Multiple Intelligences (MI)
- Personal Development Skills
- Practical pedagogy, Assessment & NQAI Level Indicators'
- Disability Awareness
- Culture & Diversity - Anti-racism
- Career Management & Internal Promotion
- In-house IT training - ESS travel, Banextra & Groupwise
- Education & Multiple Intelligences (MI)
- MAP
- Postgraduate Supervision
- How to use Blogs

Staff Retirements

Human Resource works in partnership with all its unions and staff representatives to ensure that there is best practice in employee and industrial relations. During the reported period, Human Resource recognised and will continue to acknowledge the service of retired staff. Indeed, it will foster and grow the Retired Staff Association and provide on-going links, events and services to those staff in recognition of their contribution.

Joint Retirement in the School of Business



Peadar and Mary Mulligan, lecturers in the Department of Accountancy and Economics at WIT at their Joint Retirement Celebration.

International Affairs

Internationalisation is a strong growth area which has been targeted in the Institute's strategic plan. It is a component of the development function in WIT.

Head of Development (International)

Dr Venie Martin

International manager

Ms Sinead Cooke

International Academic Liaison

Mr Brian McNamara

China and SE Asia Co-ordinator

Ms Helen Kang

Administrators

Ms Sonya Walsh

Ms Fiona Purcell



Students from University of Central Punjab visit Kilkenny Castle

Starting with only a hundred Erasmus exchange students in 2001, the Institutes International student population has grown to almost 700 students in 2007. These students include up to 17 categories - for example full-fee paying students from overseas, exchange students, year abroad students, refugees and children of migrant workers. They come from a total of 66 countries - the largest groups being from China, India, Pakistan, Nigeria and the EU.

While the main focus of the International Office is student recruitment, the Institute has also developed an extensive network of partner Universities all over the world. The most active partnerships have been in Nanjing and Luoyang in China where the option of off-shore course delivery has been negotiated and will commence enrolling students in 2007.

In this period the Institute emerged as one of the most successful of the Irish Universities in terms of student recruitment from overseas. This was due to the energetic and dedicated marketing team and to

the reputation the Institute has developed internationally. The reputation is built on the quality of the courses, the recognition of the awards and, above all, the dedicated student support provided for international students in WIT. The International Office organises induction, English support classes, outings and social events and acts as advocates for students who have difficulties.

The new markets which have developed during the period of this report are Saudi Arabia, Kazakhstan, Thailand and Latin America (Mexico and Brazil).

One of the major impacts of internationalisation on the Institute has been the increased mobility of its staff and students. For example new courses were developed in International Business which require students to undertake overseas placements. During the period of this report, over 30 staff members visited 14 different countries. This mobility increases intercultural awareness and the learning gained enhances the curriculum for all students.



Two Thai students Thepsada Julsam-Amy and Pennepa Wuttimangs who were among those affected by the tsunami disaster in Southeast Asia are pictured being awarded a year-long scholarship by Waterford Institute of Technology to allow them to pursue their studies in Ireland. (October 2005)

The Research and Innovation Office is charged with the responsibility of establishing a support infrastructure to facilitate the Institute's philosophy of moving towards a research and innovation environment which co-locates research, postgraduate studies, industry and entrepreneurship creating a research and innovation eco-system for the knowledge economy.

Head of Research & Innovation: Dr. Willie Donnelly

Manager Industry Services: Ms. Kathryn Kiely

Projects Manager: Ms. Susie Cullinane

Technology Transfer Manager: Mr. Michael Whelan

Manager Innovation Centre: Mr. Tom Corcoran

Staff Officer: Ms. Eimear Cheasty

Administrators:

Ms. Philomena Carton

Ms. Mary Fearon

Ms. Niamh Sullivan

Ms. Rita Dalton

Category	2005 -2006	2006 -2007
Research Active Academic Staff	184	200
Post-doctoral Researchers	11	12
Research Assistants	21	35
Postgraduate Research Students	127	160
Senior Professional Researchers/Developers	18	18
Professional Researchers/Developers	35	35
Total	396	460

Research active staff as defined by the Forfás survey of Research & Development in the higher education sector 2004 'The following activities are deemed as "research activities" for the purpose of this survey: personal research; team research; writing research proposals; writing research reports; supervision of PhD students; other research based activities including administration and planning.' Source OECD (2002) Proposed Standard Practice for Surveys of Research and Experimental Development, "Frascati Manual 2002".

In a relatively short time the Institute has created a thriving postgraduate research community. Its motivations for the development of research are its unique position as a catalyst for regional economic development, the demands from staff to engage in research to the highest international standards and the demand from our graduates for access to fourth level education.

Institute Research Mission

The Institute's research mission is to contribute to the economic and cultural well being of the nation and region through the pursuit of research at the highest international level. The quality of our research and scholarship will sustain a research informed learning environment within the Institute at undergraduate and postgraduate levels. The Institute is committed to the transfer of knowledge created through the research process for the common good of society and in particular the development of the region. This will support the creation of the University of the South East.

Waterford Institute of Technology (WIT) is an established and dynamic Higher Education Institute (HEI) that has a reputation for innovation and leadership. The development of research within the Institute is driven by the spirit of innovation and commitment which has driven all of the academic developments since its foundation.

The introduction of a strategic and targeted approach to the development of research within the Institute has resulted in major growth in the level and quality of the research produced by the Institute. The Institute has grown its research capacity to 300 staff involved in research, 145 students registered for postgraduate research degrees and approved research funding of 10.6 MEuro in 2006. It has funding from the major national and international research programmes such as HEA PRTLI, Science Foundation Ireland and EU Framework programme. It is outward facing in its Research Strategy with strategic research alliances with 50 international research institutes in Europe, Asia and the Americas. It has forged strong strategic partnerships with Irish institutional partners. It also leverages the strong international links through the involvement of Institutes such as National University of Singapore, Nanyang Technical University, and Academy of Science, Beijing.

Advanced scholars 2006/2007



Advanced scholars left to right: David Madigan, Mary Lawless, Breda Veale, Jenniffer Cuningham, Uta Husfeld.

It also recognises the importance of Knowledge Transfer as a tool for economic development through the participation of industry and government agencies in the research programme. This reflects the philosophy of the Institute that Ireland is an open economy which must integrate its resources nationally and use its ability to leverage international partnerships for the economic benefit of the country. This is a template for the continued development of our research base.

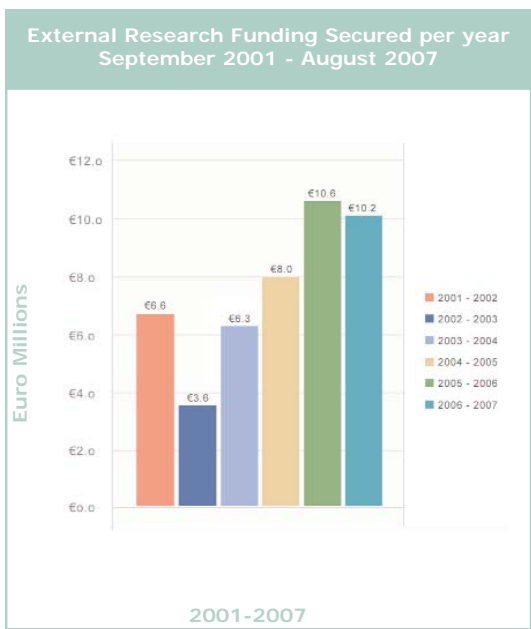
Growth in Research Activity

The following table shows the growth in Research Activity for the academic years 2005/2006 and 2006/2007, Research Active Staff and Postgraduate Students in the Institute. It also includes the number of full-time contract research staff who have obtained a PhD (post-doctoral) and staff who have been awarded a masters degree (research assistant).

The implementation of the Institute Research Strategy has resulted in significant growth across all of the categories monitored. 50% of WIT's academic staff are now actively involved in research. Two important increases are the number of postgraduate students which has grown from 67 to 160 and the number of post-doctoral researchers which has increased from 3 to 12. Key factors in the increase of the postgraduate students are the increase in the number of students funded through research projects (50%) and the percentage opting to continue from master's level to PhD level (80%). The ratio of research students to supervisors is healthy at 1 to 1.

Growth of Research Funding

An important measure of the growth of quality research is the ability of the research community to compete for research funds nationally and internationally. The Research Office has developed a staff support and quality assurance system to ensure that the all research proposals are of the highest quality. This has resulted in a major increase in research funding from 6.3 MEuro in 2003 to 10.2 MEuro awarded in 2007. During the reporting period the Institute has received funding from all of the major national funding agencies (SFI, HEA PRTL1, Health Research Board and EI) and from the European Framework 6 Programme (FP6) and now the Framework 7 Programme (FP7). The HEA PRTL1 Cycle 3 funding was particularly significant because of the capital element which funded a dedicated research space on its new campus in Carriganore. The research funding commenced under this programme enabled the TSSG to position itself to successfully compete for SFI funding in 2005.



Scientific Publications

An important target metric is the number and quality of peer review publications produced per year. The Institute recorded 200 peer review publications for the period 1999 to 2003. The total number for 2006 is 316 peer reviewed publications including book chapters, journal and conference publications. This is a significant increase and a good benchmark of the quality of the research work carried out in the Institute. The strategy going forward is to continue to increase the number of publications and target high impact journals and conferences.

National and International Research Collaborations

Since the beginning of its research activity the Institute has maintained strong collaboration links with research groups in the Irish Universities and Institutes of Technologies. During the reporting period groups at the Institute have carried out collaborative research projects with groups in TCD, UCD, DCU, UL, NUI Maynooth, CIT, UCC, NUIG and Queens University Belfast. The Institute has substantially increased the number of strategic research collaborations with leading international Institutes. The number of official collaborations is 50. These collaborations included hosting of senior research staff and students at each others Institutes. The key academic collaborating institutes during the review periods are UCC & CIT (Ireland), CIT, FhG FOKUS (Germany), NUS (Singapore), NTU (Singapore), University of Evry (France), Memorial University of Newfoundland (Canada), Institute of

Chemistry, Beijing (China) and Georgia Institute of Technology (USA).

IP creation and Knowledge transfer

The Institute has created a unique Knowledge Transfer and Innovation model based on the integration of research, entrepreneurship and HPSUs at its ArcLabs Research and Innovation Centre at the West Campus. ArcLabs Research and Innovation Centre opened in 2005 and sponsored by the PRTL Programme, Cycle 3, Enterprise Ireland and private industry has provided a unique environment for innovation and commercialisation through the co-location of research and enterprise activities. ArcLabs serves as a focal point for attracting inward investment and is a stimulus for the creation of indigenous knowledge-based industry. ArcLabs incorporates:

- The Incubation Centre, currently supporting 12 start up enterprises, 2 of which are WIT spin-outs
- The South East Enterprise Platform Programme (SEPP) which has to date supported 119 entrepreneurs
- The WIT School of Business Centre for Entrepreneurship
- The Industry Liaison Office
- The Telecommunications Software and Systems Group (TSSG)
- The Centre for Converged IP Communications Services (3CS).

A key component of the model is the Institutes Commercialisation of Research process which is designed to ensure that funding for commercialisation and marketing are made available while ensuring that researchers have continued access to research funding. In particular TSSG currently has 19 active commercially oriented research projects funded through Enterprise Ireland's, Proof of Concept, Advanced Technology Development, Innovation Partnership and Applied Research Enhancement Programmes valued in excess of €5.6m. It has to date founded 2 campus companies Aceno and Nubiq (spin-outs), demonstrated products in international trade fairs such as 3GSM and has also transferred technology directly into two other start up enterprises (spin-ins) - Waterford Technologies and Hash 6. This approach has directly supported the increased level of entrepreneurship and new HPSU start-ups in the region.

Research Achievements

Analysis of the impact of the institute research strategy (2006-2010) indicate a substantial increase in the quantity and quality of the research activity conducted in the Institute. The key achievements can be summarised as:

1. Targeted investment by the Institute in research has increased the number of staff involved in research and the capacity of research staff to successfully compete for external funding.
2. Funding success at the highest national and international level including HEA PRTL, Science Foundation Ireland, European Framework Programme leading to a doubling of research funding to 10.6 M Euro in 2006.
3. Increased collaboration of research groups with international world-class research universities.
4. The majority of postgraduate students are continuing to PhDs as opposed to 2003 when the majority of postgraduate students registered for a master's degree.
5. Increased ability to generate intellectual property for the benefit of the national economy reflected in the creation of two Enterprise Ireland Applied Research Enhancement centre grants and a large growth in grants for commercialisation of its IP. A key indicator has been the number of Enterprise Ireland grants for Intellectual Property (IP) exploitation, which for WIT, was 20 in ICT (highest was 23 for TCD).
6. Capital award under PRTL which enabled the Institute to establish its first Research and Innovation building on its new 190 acre west campus.

Staff Excellence Awards



Staff Excellence Awards, top to bottom: Teaching Excellence Winner - Ms. Peggy Caffrey; Research Supervision Excellence Winner Dr. Peter McLoughlin

Appendix 1: Student Profile

Full Time Student Enrolments - Undergraduate and Postgraduate by School

School	2005/06		Total	2006/07		Total
	Undergraduate	Postgraduate*		Undergraduate	Postgraduate	
School of Business	1,497	114	1,611	1,366	108	1,474
School of Engineering	1,266	26	1,292	1,225	17	1,242
School of Education	43	1	44	54	2	56
School of Humanities	1,645	22	1,667	1,721	27	1,748
School of Science	615	43	658	640	62	702
School of Health Sciences	1,003	24	1,027	1,022	33	1,055
Other (Socrates)	126		126	128		128
Total	6,195	230	6,425	6,156	249	6,405

Full Time Student Enrolments by Department

Department	2005/06	2006/07
Accountancy & Economics	693	509
Management & Organisation	918	855
Graduate Business Studies		110
Architecture (new Department)	322	308
Construction & Civil Engineering	517	472
Engineering Technology	253	254
Trade Studies *	200	208
Chemical & Life Sciences	319	364
Physical & Quantitative	339	338
Applied Arts	1,173	1,209
Creative & Performing Arts (New Department)	230	226
Languages & Tourism	264	313
Nursing	446	427
Health Sport & Exercise Science (New Department)	581	628
School of Education (Foundation)	44	56
Socrates & Other	126	128
Total	6,425	6,405

*Trades Studies: Apprentices intake takes place in January, April, September. These statistics taken at beginning of academic year include Sept. intake only.

Appendix 2: Abridged Financial Statements

Income And Expenditure Account for the year ended 31 August 2006

	2006 €'000s	2005 €'000s
INCOME		
State Grant	34,501	31,329
Student Registration Charge	4,191	4,126
Release from Capital Account	3,356	3,444
Tuition Fees	13,764	12,515
Research, Consultancy and Development	9,413	9,854
Student Support Funding Income recognised	366	420
Interest Income	154	115
Other Income	3,991	6,458
	69,736	68,261
EXPENDITURE		
Academic Departments	38,362	33,572
Academic Services	3,035	2,495
Premises	4,360	3,964
Central Administration and Services	8,715	7,198
General Educational Expenses	977	1,025
Student Facilities and Amenities	2,387	2,290
Research, Consultancy and Development	9,938	9,490
Student Support Funding Income applied	366	420
Depreciation	3,356	3,444
	71,496	63,898
OPERATING SURPLUS / (DEFICIT)	(1,760)	4,363
ACCUMULATED SURPLUS / (DEFICIT) AT THE START OF THE YEAR	5,283	920
ACCUMULATED SURPLUS / (DEFICIT) AT THE END OF THE YEAR	3,523	5,283

Appendix 2: Abridged Financial Statements (cont.)

Balance Sheet as at 31 August 2006

	2006 €'000s	2005 €'000s
FIXED ASSETS		
Tangible Assets	96,767	88,389
	96,767	88,389
CURRENT ASSETS		
Debtors	9,023	9,511
Cash at bank and in hand	3,033	6,096
	12,056	15,607
CURRENT LIABILITIES		
CREDITORS - Amounts falling due within one year	8,533	10,324
NET CURRENT ASSETS	3,523	5,283
NET ASSETS	100,290	93,672
Represented by :		
RESERVES		
Capital Account	96,767	88,389
Income and Expenditure Account	3,523	5,283
	100,290	93,672

Appendix 2: Abridged Financial Statements (cont.)

Income And Expenditure Account for the year ended 31 August 2007

	2007 €'000s	2006 €'000s
INCOME		
State Grant	39,031	34,501
Student Registration Charge	4,357	4,191
Release from Capital Account	3,371	3,356
Tuition Fees	14,937	13,764
Research, Consultancy and Development	12,284	9,413
Student Support Funding Income recognised	426	366
Interest Income	136	154
Other Income	5,430	3,991
	79,972	69,736
EXPENDITURE		
Academic Departments	42,701	38,362
Academic Services	3,194	3,035
Premises	4,640	4,360
Central Administration and Services	9,848	8,715
General Educational Expenses	1,127	977
Student Facilities and Amenities	2,381	2,387
Research, Consultancy and Development	12,708	9,938
Student Support Funding Income applied	426	366
Depreciation	3,371	3,356
	80,396	71,496
OPERATING SURPLUS / (DEFICIT)	(424)	(1,760)
ACCUMULATED SURPLUS / (DEFICIT) AT THE START OF THE YEAR	3,523	5,283
ACCUMULATED SURPLUS / (DEFICIT) AT THE END OF THE YEAR	3,099	3,523

All gains and losses are recognised in the Income and Expenditure Account

The Statement of Accounting Policies, Cash Flow Statement, and Notes 1-24 form part of the financial statements.

Signed on Behalf of the Governing Body:

Patrick Redmond O' Donoghue

Kieran R. Byrne

Appendix 2: Abridged Financial Statements (cont.)

Balance Sheet as at 31 August 2007

	2007 €'000s	2006 €'000s
FIXED ASSETS		
Tangible Assets	106,953	96,767
	106,953	96,767
CURRENT ASSETS		
Debtors	9,604	9,023
Cash at bank and in hand	5,888	3,033
	15,492	12,056
CURRENT LIABILITIES		
CREDITORS - Amounts falling due within one year	12,393	8,533
NET CURRENT ASSETS	3,099	3,523
NET ASSETS	110,052	100,290
Represented by :		
RESERVES		
Capital Account	106,952	96,767
Income and Expenditure Account	3,099	3,523
	110,054	100,290

The Statement of Accounting Policies, Cash Flow Statement, and Notes 1-24 form part of the financial statements.

Signed on Behalf of the Governing Body:

Patrick Redmond O' Donoghue

Appendix 3: Staff Appointments & Retirements

APPOINTMENTS

Management

Jean Curran - Academic Administration & Student Affairs Manager
Denis Harrington - HOD Graduate Business
Máire Henry - HOD Architecture
Teresa Hurley - HOD Health & Exercise Science
Victor Merriman - HOD Creative & Performing Arts
Helen Murphy - Project Manager NALA
Derek O'Byrne - Head of Strategic Planning
Noelle O'Connor - HOD Languages & Tourism
Neil Quinlan - Quality Manager
John Wells - HOD Nursing

Academic

Ken Deevy - Senior Lecturer 1
Catherine O'Reilly - Senior Lecturer 1
Larry Stapleton - Senior Lecturer 1
Juergen Bauer - Lecturer in Architecture
Miriam Farrell - Lecturer in Psychiatric Nursing
Frances Finn - Lecturer in General Nursing
Paula Lane - Lecturer in General Nursing
John Houlihan - Lecturer in Physics
Michael Breen - AL Chemistry
Donagh Davern - AL Hospitality Management
Jacqui Duggan - AL Applied Social Studies
Gordon Chisholm - AL Architecture/Architectural Technology
Austin Coffey - AL Mechanical/ Manufacturing Engineering
Janice Fitzpatrick Simmons - AL Communications
Olivia Freyne - AL Tourism
Martina Gooney - AL Food Science/Process Technology
Ray Griffin - AL Management/Strategic Management
Lorraine Halpin - AL Distance Learning in Adult Literacy
Audrey Hearne - AL Chemical & Life Sciences
Claire Keaveney - AL Organic Chemistry
Marie C. King - AL Music Technology
Collette Kirwan - AL Accounting
Claire Leon - AL Law
Catherine McCarthy - AL Drama
Anthony Neil McGory - AL Information Technology/eCommerce
Jennifer Mullally - AL Accounting
Greagoir O'Duill - AL Communications
Margaret O'Brien - AL Literacy / Numeracy
Anne O'Reilly - AL Applied Social Studies
William Power - AL Applied Social Studies
Linda Sheahan - Lecturer in General Nursing
Ann-Marie Slevin - AL Law
Margaret Tynan - AL Management / Strategic Management
Marcel Wagenaar - AL Accounting

Administration & Library Staff

Patricia Burke - Library Assistant
Sandra Coffey - Assistant Staff Officer
Elizabeth Curran - Clerical Officer
Neil Darbey - Assistant Librarian
Paula Egan - Clerical Officer
Mary Fearon - Administrator
Colette Finn - Clerical Officer
Ruth Hennebry - Assistant Staff Officer
Suzanne Irish - Clerical Officer
Lorraine Johnson - Assistant Staff Officer
Laura Keane - Retention Officer
Lynne Kelly - Clerical Officer
Joan Mangan - Clerical Officer

Brian McNamara - International Liaison Officer
Lianne Murphy - Assistant Staff Officer
Catherine O'Neill - Staff Officer
Vicky Phelan - Student Support & Systems Coordinator
Angela Power - Postgraduate Administrator
Paula Power - Assistant Staff Officer

Support Staff

Derek Healy - Caretaker
Ann Marie Quigley - Student Counsellor

Technical

Peter Bromley - Computing Technician
Brian Harty - Computing Technician
Stephen O'Donnell - Audio Visual Technology Technician

Research

Vadim Bilan - Senior Software Developer
Bernard Butler - Senior Software Engineer
Declan Clancy - Senior Software Engineer
Eileen Dillon - Software Engineer
Zeta Dooly - Software Test Manager
Naomi Feehan - UI Software Engineer
Jason Finnegan - Applied Researcher
Christopher Foley - Software Engineer
June Frisby - Postdoctoral Researcher/Project Manager
James Good - Web Developer
Tom Pfeifer - Senior Postdoctoral Research Fellow
Carsten Pils - Post-Doctoral Research Fellow
Richard Rodger - Software Engineer
Paul Savage - Software Engineer
Sergey Sergeev - Senior Postdoctoral Research Fellowship
Alan Walsh - Software Engineer
Thomas Walsh - Software Engineer
Marie-Laure Vaillant - Postdoctoral Research Fellow

RETIREMENTS

Joseph Alcock - Engineering
Brian Brown - Humanities
Patricia Connolly - Engineering
John Cummins - Chemical & Life
Owen Davin - Financial Manager
Frances Finnegan - Humanities
David Grant - Chemical & Life
Stephen Grant - Estates
Peter Griffin - Business
Phyllis Halligan - Estates
Patrick Henderson - Engineering
Maura Hann - Business
Anne Jordan - Humanities
Theresa Moloney - Registrars
Peadar Mulligan - Business
Mary Mulligan - Business
Neil O'Flaherty - Humanities
Declan O'Gorman - Engineering
Anthony Ryan - Humanities
Anne Woodworth - Humanities

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