

ANNUAL REPORT 2023 – 2024

South East Technological University
CONNECTING FOR IMPACT



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FOREWORD



CHAIRPERSON'S FOREWORD



Welcome to the second annual report of South East Technological University (SETU). This is the first publication under the new strategic plan: Connecting for Impact 2023 – 2028 and it showcases the considerable range of achievements of SETU from September 2023 to the end of August 2024.

Over the course of the academic year, the Governing Body met ten times. During these meetings we made significant progress in embedding high standards of governance across the University by approving new policies to guide university activities, by approving budgets and financial reports, and by exercising oversight of the executive leadership team. Minutes of all Governing Body meetings were published on the web and updates were also shared across a number of the University's social platforms with a growing audience of engagement over the course of the academic year.

A committee structure to support and advise the Governing Body was further developed and it now oversees an extensive range of activities and ensures the continuance of the highest standards of compliance. I sincerely thank each member of the Governing Body and of the committees for their support of this ongoing development that is so important for the ultimate success of SETU.

In compliance with the Official Languages (Amendment) Act 2021, SETU's An tAcht na dTeangacha Oifigiúla (ATO) has reported on our progress in meeting our Irish language commitments, promoting the inclusion of the Irish language in campus life and our external communications. As a new university, SETU's ambitions for the south east region are great, and relies on the support of our public representatives in the region: TDs, Senators, and Councillors. We extend a very sincere thanks to them for providing cross party support to SETU for the benefit of the region over this period.

We also thank staff, students and stakeholders from industry, community, and education sectors for their contributions to shaping our University - SETU is the University for the people of the south east and we welcome and encourage this input.

And finally, we extend our deep gratitude to Professor Veronica Campbell, for her leadership, drive, and vision. Since her appointment as President of SETU in July 2022 she has led the university community with skill and dedication to meet the many challenges and opportunities that have presented themselves. We look forward with anticipation to supporting SETU on its way to becoming a technological university of global standing in the coming years.

On behalf of the Governing Body,
Professor Patrick Prendergast
Chairperson of the Governing Body
and Chancellor

PRESIDENT'S FOREWORD



I am delighted to present our annual report for 2023-2024 with our key highlights from South East Technological University's (SETU) first academic year under our inaugural strategic plan, Connecting for Impact 2023 – 2028. It has been an incredibly productive year by any measure with staff, students and regional stakeholders responding enthusiastically to the call to help shape our young, vibrant and outward looking University for the south east region of Ireland.

This year's achievements were numerous and varied, ranging from SETU's awarding of the first honorary doctorate degrees in the technological university sector to the purchase of 20.3 acres of the former Waterford Crystal site to provide state-of-the-art facilities for teaching, research and innovation. In February, SETU was awarded €13.6 million in funding under the TU RISE Scheme to enhance our central research functions while in August, SETU graduates Phil Healy and Linda Kelly captured the imagination of the nation with their performances at the Olympic and Paralympic Games in Paris.

Building on our strong heritage of partnership and regional engagement, we grew our number of Memorandums of Agreements (MoAs) with stakeholders from across the region, ensuring formalised partnerships are in place for further collaboration and development. Long standing relationships with the Irish Defence Forces, the Irish Prison Service, Tiglin, and Family Carers Ireland were further consolidated and strengthened.

As we continue to grow our global reputation through ongoing collaboration with our European colleagues in EU-CONEXUS, we also became full members of the European University Alliance (EUA), opening up a host of further opportunities to expand our valuable partnerships in Europe.

Sustainability is central to SETU's vision for the region, and in May 2024 we established the Office of Sustainable Development and appointed our first Associate Vice President for Sustainability, further embedding a culture of sustainable development, climate action, and biodiversity in both our University and region.

Our Equality, Diversity and Inclusion (EDI) team also made significant progress on various initiatives to promote a sense of

universal belonging across our University, culminating in SETU's designation as a University of Sanctuary in June.

Creating a place for learners to flourish, grow and learn is central to our mission and seeing them excel in their given fields is the ultimate reward for this endeavour. This report captures only a fraction of our students' achievements but illustrates the range of talent and possibilities we are fortunate to have at SETU.

I would like to sincerely thank the staff, students and stakeholders of SETU for the commitment they have demonstrated to our new University. A particular word of thanks goes to the public representatives of the south east who have been very supportive of SETU nationally. Together with all of our stakeholders, I look forward to continuing our work to realise the ambitions of our University and the south east region. I also extend my sincere gratitude to SETU's Governing Body for their support, contributions and professionalism across all aspects of their work for our University. Our progress to date is reassuring and I look forward to the future of SETU with great optimism.

Professor Veronica Campbell
President



1 OUR YEAR IN FIGURES



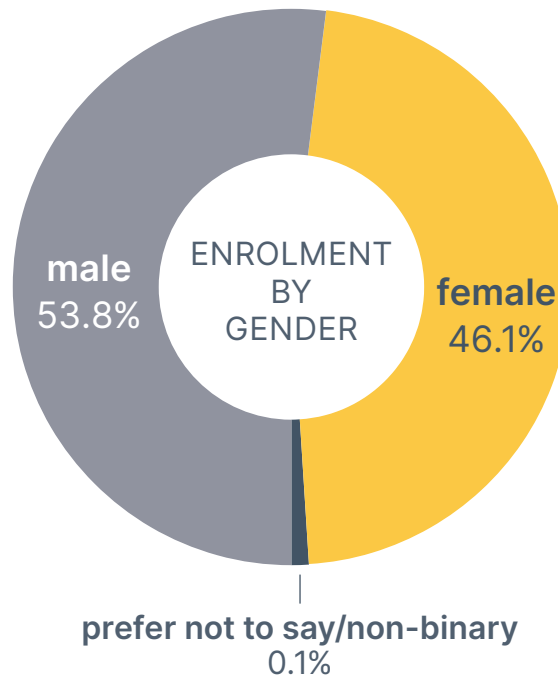


18,338

2023-24 Total Enrolments

12,097 FULL-TIME STUDENTS

6,241 PART-TIME STUDENTS



66% FULL-TIME STUDENTS

34% PART-TIME STUDENTS

2nd IN IRELAND FOR PROPORTION OF PART-TIME LEARNERS

Figure 1: SETU Enrolment by Gender 2023-24 (Source: SETU SRS 2024)

1,000+

apprentices

1,200+

transnational/
overseas
students

1,900+

enrolments on
programmes
delivered in
**collaboration
with partners**

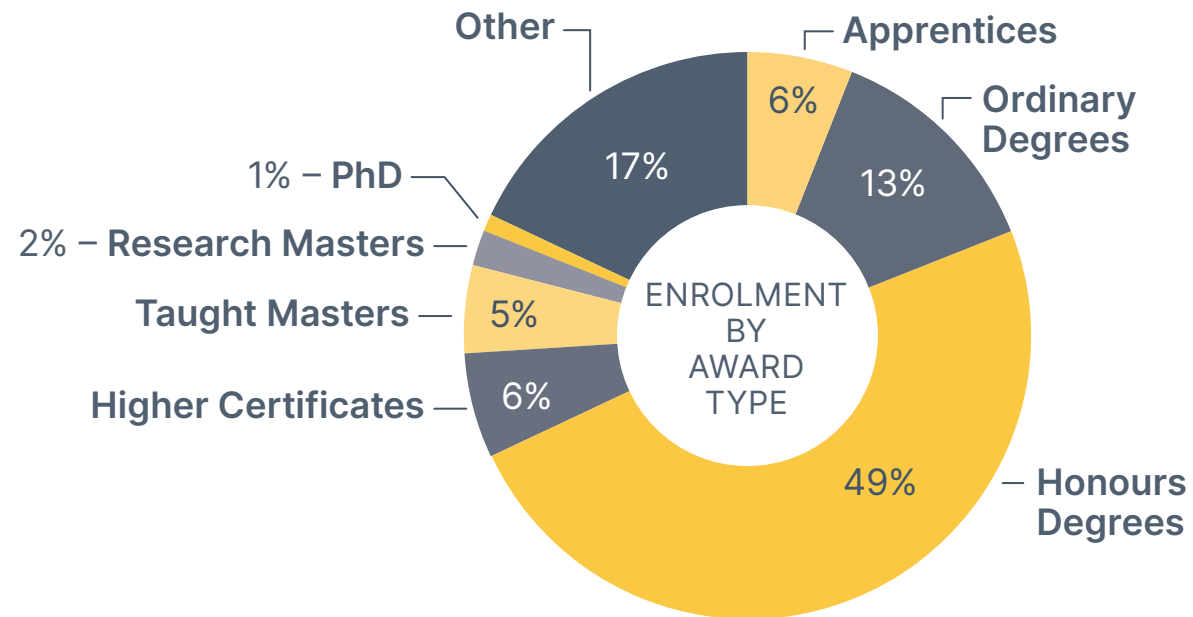


Figure 2: SETU Enrolment by Award Type 2023-24 (Source: SETU SRS 2024)

 **394 Peer reviewed PUBLICATIONS**

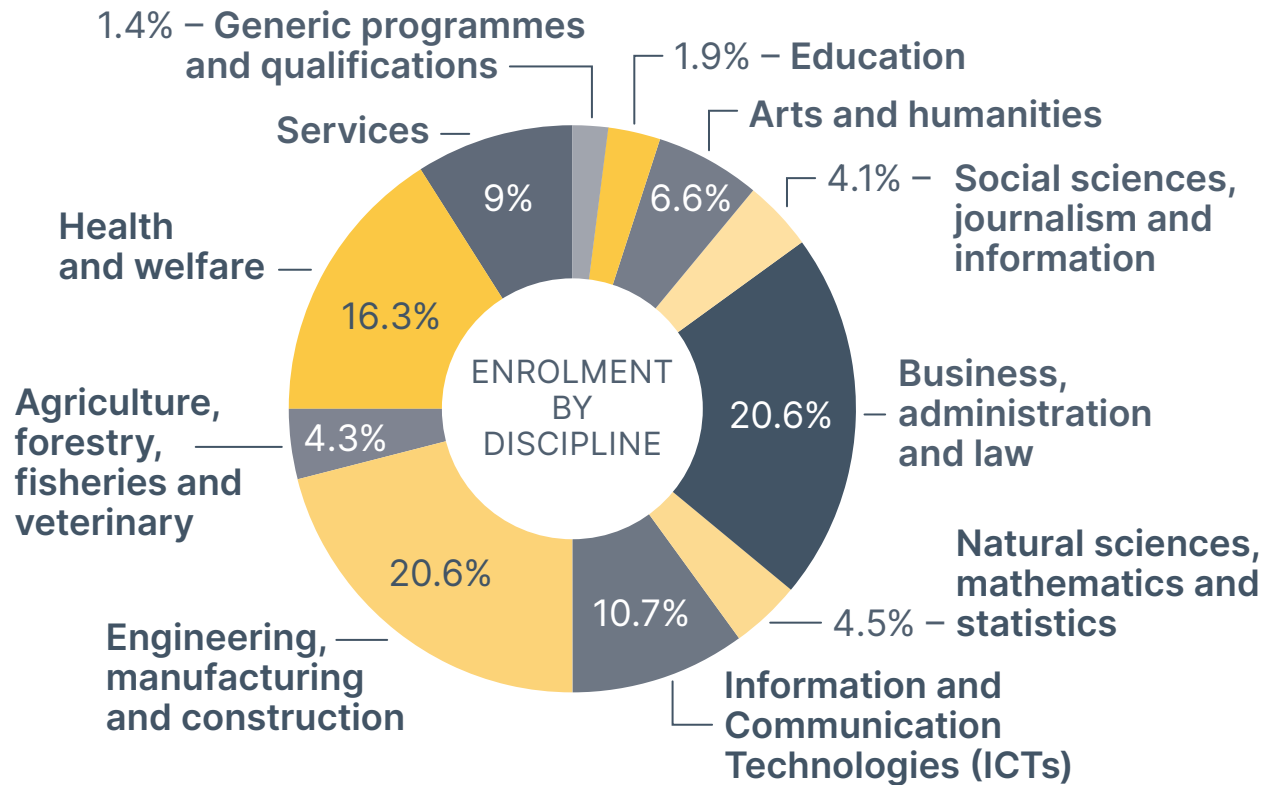
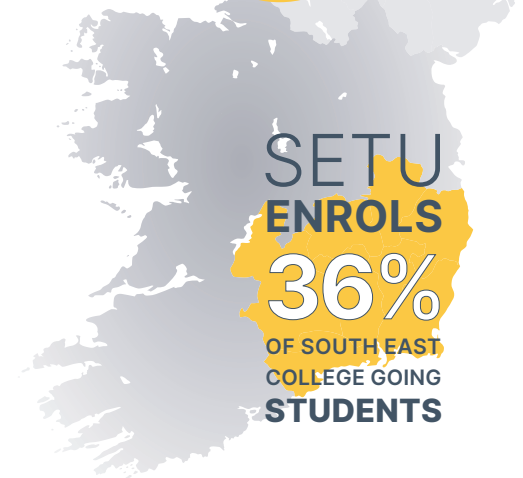


Figure 3: SETU Enrolment by Discipline, 2023-24 (Source: SETU SRS 2024)

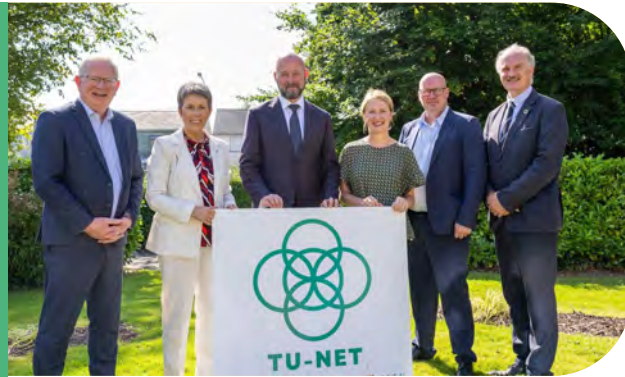
 **222 research funding AWARDS**



11.1 percent **MATURE NEW ENTRANTS**
1st IN IRELAND FOR PROPORTION OF MATURE LEARNERS

2 OUR ANNUAL HIGHLIGHTS





8
SEPTEMBER
2023

**Ireland's five TUs launch
transformative initiative**

READ FULL STORY HERE



31
OCTOBER
2023

**Honorary Doctorates and over 2,200
graduates showcase SETU's vision to
cultivate global citizens**

READ FULL STORY HERE

26
SEPTEMBER
2023

**SETU hosts HEA launch of System
Performance Framework 2023-2028**

READ FULL STORY HERE



20
NOVEMBER
2023

**Significant milestone as SETU
sign contracts for Waterford
Crystal site**

READ FULL STORY HERE





8
FEBRUARY
2024

SETU is awarded €13.6 million in funding under the TU RISE Scheme

READ FULL STORY HERE



16
FEBRUARY
2024

SETU and WWETB welcome Waterford's UNESCO Learning City designation

READ FULL STORY HERE

16
FEBRUARY
2024

SETU Researchers awarded over €1 million in EPA Funding

READ FULL STORY HERE



4
APRIL
2024

SETU's brand triumphs at Transform Awards Europe 2024

READ FULL STORY HERE





14
MAY
2024

SETU bolsters commitment to Wexford campus advancement

READ FULL STORY HERE



15
JULY
2024

New research explores using AI to diagnose congenital heart diseases

READ FULL STORY HERE

30
MAY
2024

SETU celebrates Foundation Day 2024 in Wexford with focus on regional sustainability

READ FULL STORY HERE



30
AUGUST
2024

SETU and Teagasc Kildalton College host Oireachtas members briefing

READ FULL STORY HERE



3 CONNECTING FOR IMPACT



3.1 VISION, MISSION AND VALUES

The vision, mission and values of the organisation are articulated in the University's first strategic plan, *Connecting for Impact: South East Technological University Strategic Plan 2023-2028*, which was published in May 2023. www.setu.ie/about/our-ambition/strategic-plan

As set out in the Strategic Plan...

VISION

SETU's vision is:

to be a leading Technological University with transformative impact on our community, the south east of Ireland and beyond.

MISSION

Through inclusive education and high-quality research, South East Technological University drives innovation, empowers communities, and delivers transformative impact for the south east of Ireland.

SETU is an international, entrepreneurial and connected multi-campus Technological University that will drive sustainable economic, environmental, cultural and social development in the south east of Ireland.

SETU offers a student-centred education and is committed to lifelong learning, access, equality and inclusion, and to the provision of a comprehensive educational offering.

Our curriculum is responsive to social, cultural and enterprise needs and is research-led. Our research will have impact for the region, nationally and internationally. SETU will work in support of student and staff success and foster a collegial environment for all.

VALUES

Our values underpin who we are and provide us with the foundation on which our identity and vision is fostered.

At SETU:

- We place students at the centre of what we do
- We promote excellence
- We work collaboratively
- We embrace equality, diversity and inclusivity
- We act sustainably, responsibly and ethically
- We treat others with respect.

3.2 STRATEGIC PRIORITIES

The Connecting for Impact: South East Technological University Strategic Plan 2023-2028 establishes a framework within which SETU will pursue its mission and deliver on its ambitious vision. The Plan sets out priority objectives in four areas, objectives that will be supported by key enablers, as follows:

- Innovation and Research: SETU aims to lead regional innovation by strengthening research, and expanding its base, outputs, and impact with a particular focus on regional impact. The University targets significant increases in research funding, graduate student enrolment, and knowledge transfer.
- Learners: SETU is focussed on further developing its research-informed, applied curriculum to ensure graduates are well equipped to contribute to contemporary society and work. The portfolio will expand to continue to offer diverse study opportunities to students and therefore to support the retention of students in the region.
- Engagement: SETU seeks to enhance its role as a regional anchor institution promoting sustainability and positive development within the south east region. It will develop and lead regional and national networks, as well as foster strong, strategic international partnerships.

- Staff: SETU aims to be a unified, diverse, and inclusive organisation with a commitment to academic excellence. The University aims over the course of its Strategic Plan to clarify and develop career paths for staff and uphold values of equality, diversity, and inclusivity. The University aims for a culture of collegiality, openness, and excellence in the workplace.

The University declares in its strategy that it will ensure that its organisational structures, infrastructure and finances are fit for purpose to enable the delivery of its strategic objectives. This requires certain actions on the part of the University and investments from the State and elsewhere that are set out as Enablers in the Strategic Plan.

SETU is currently tracking a wide range of KPIs against targets across the domains of activity in the Strategic Plan. Our targeted growth for 2028 across our KPIs is outlined in the infographics on pages 16 and 17.

SETU 2028

**Academic TO
Professional/
Managerial/
Support Staff**

.....
2 TO 1.5
RATIO

**€ CORE €
INCOME**
€195 million

1160
**UNIVERSITY
STUDENT
ACCOMMODATION**

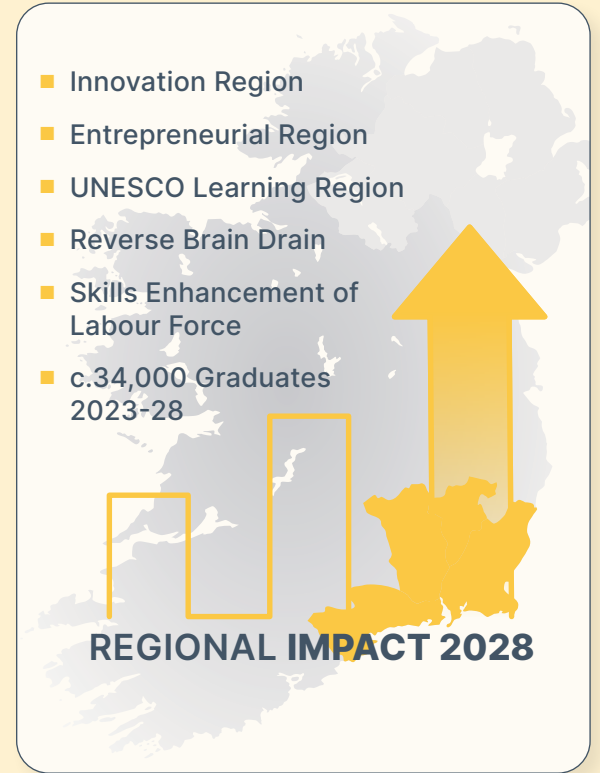
CARBON EMISSIONS
CO₂
50% REDUCTION



€27.5m
per annum
DIRECT RESEARCH EXPENDITURE

+30% INCREASE IN
ENTERPRISE RESEARCH AGREEMENTS
VALUE€

>1500 FULL-TIME STAFF
485 ACADEMIC STAFF with PhDs



20 FULL PROFESSORS

ATHENA SWAN University Award
8 DEPARTMENTAL BRONZE AWARDS

>21,000

Student Enrolments

STAFF TRAINING & DEVELOPMENT EXPENDITURE
+30% per annum

400 PhD STUDENTS

179,000 M² of
CAMPUS BUILDINGS

4 OUR INNOVATION AND RESEARCH



STRATEGIC OBJECTIVE

1

Build SETU research capacity and capability in areas of strength and potential.

4.1 RESEARCH AND INNOVATION AND REGIONAL PRIORITIES

SETU has a mature and evolved research and innovation ecosystem as represented in Figure 4 below. There is a close alignment between SETU's research effort and the areas identified in regional policy for priority development. Specifically, the areas of regional emphasis are:

- ICT
- Agriculture
- Advanced Manufacturing
- Pharmaceuticals
- Financial Services.

Emerging as a strong priority for the coming decade will be renewable energy and SETU is planning accordingly. As depicted in Figure 4, regional economic development policy also puts emphasis on the cultivation of regional entrepreneurship and support for regional small and medium businesses. SETU has significant expertise in this area that it continues to direct towards regional enterprise.

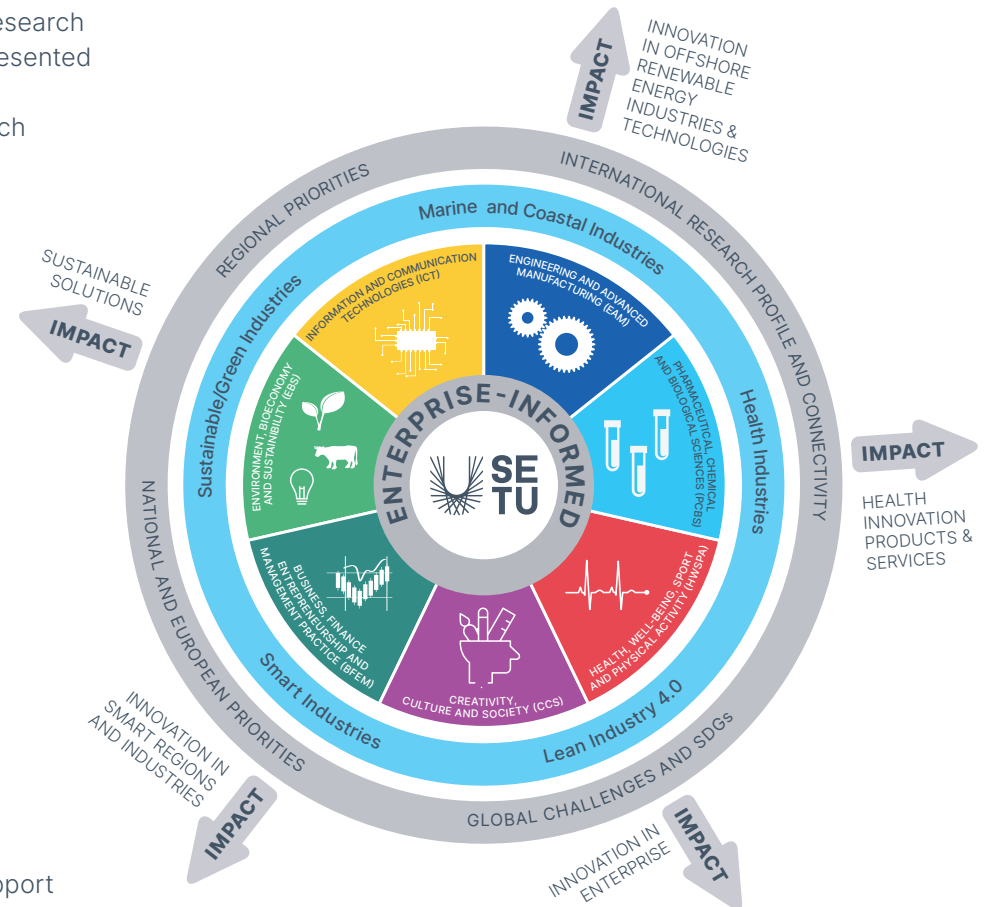


Figure 4: SETU and the Regional Innovation Ecosystem

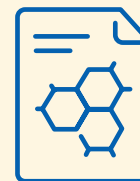
STRATEGIC OBJECTIVE 2

Elevate our research and innovation activity to levels consistent with a top young global university.

4.2 OFFICE OF RESEARCH, INNOVATION, AND IMPACT

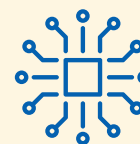
SETU is a strong driver of regional innovation through its local and international research networks. SETU researchers have continued to demonstrate their calibre by securing externally funded contracts to the value of €40.6m within the period within the period 1 September 2023 – 31 August 2024 representing 222 funding awards. Research expenditure (excluding capital) during this period was €27.3m. Furthermore, a significant increase in research funding proposal activity was noted, with 582 submissions made in the period.

Research funding highlights 2023/24



€3.5m

Under the Horizon Europe Funding Programme, **NGI Transoceanic Research Project**, will contribute on trust and privacy technologies, data sharing, portability, sustainability and climate friendly infrastructure.



€13.6m

awarded to SETU to implement the **TU RISE** project. Driving innovation and impact in the south east region.



€14m

in Research Funding from **Enterprise Ireland**

South East Technological University Research Excellence Awards 2023



Photo: Winners included Dr Zeta Dooly (Early Career Researcher award), Dr Laurence Fitzhenry (Established Researcher award), Dr Niall O' Reilly (Research Impact award for Industry and Commercialisation), Dr Imelda Casey (Research Impact Policy and Practice award), Dr Larry Stapleton (Research Supervisor award), Dr Thomae Kakouli-Duarte (President's Award for the Advancement of Research and Supervision).



South East Technological University's (SETU) Research Excellence Awards took place on Friday 29 September 2023 with a ceremony at the Cork Road campus, Waterford. The annual awards recognise the outstanding contributions of SETU academic and research staff to high quality, innovative research that enhances the reputation of the institution both locally and internationally.

STRATEGIC OBJECTIVE

3

Enhance our ability to translate our research into meaningful impact for the region and beyond.

Eight of SETU's research community receive Research Allies awards

In November 2023, eight members of SETU's research community received Research Allies awards from the Irish Research Council (IRC). The Research Ally prize recognises the crucial role of supervisors, mentors, and research support staff in supporting the academic research community.

SETU Research Allies include:

- Dr Adriana Cunha Neves, Department of Applied Science
- Dr Ashish Vashishtha, Department of Aerospace and Mechanical Engineering
- Dr Dean McDonnell, Department of Humanities
- Dr Maeve Doyle, Department of Humanities
- Dr Niamh McCrea, Department of Humanities
- Dr Noel Richardson, Department of Health and Sport Science
- Dr Peter Francis, Department of Health and Sport Science
- Dr Thomae Kakouli-Duarte, Department of Applied Science.

4.3 RESEARCH FUNDING HIGHLIGHTS FOR THE PERIOD

- National funding accounted for 82.4% (€33.45m) of SETU's overall research awards, with 15% from European sources (€6.1m) and 2.6% (€1m) directly from industry and other.
- Notably, SETU was awarded €13.6m to implement the TU RISE project. This project will drive innovative research, industry engagement and impact in the Southeast region. National funding awards were diverse with €1.16m from the Environmental Protection Agency and €910,811 from the Department of Agriculture, Food and the Marine.
- SETU was awarded €5.9m under Horizon Europe.
- Innovation and entrepreneurship have grown with the signing of 198 consultancy contracts and 67 research contracts for the academic year 2023/24.
- Award income from industry exceeded €0.94m, ranging from small innovation vouchers undertaken in collaboration with local enterprises (SMEs) to multi-annual collaborative programmes with multinational companies.
- Postgraduate research awards comprised six Irish Research Council postgraduate scholarships.

4.4 RESEARCH OUTPUTS

SETU researchers had 238 publications in peer-reviewed journals, with 162 published conference proceedings.

For more details, please see Appendix A on page 78.

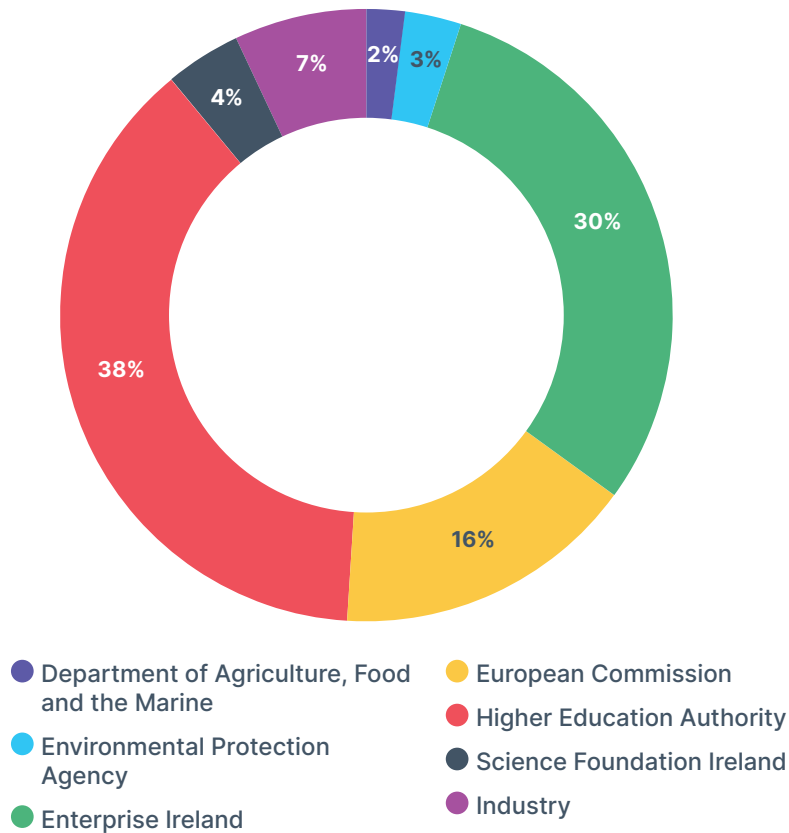


Figure 5: Division of research funding sources
1 September 2023 – 31 August 2024

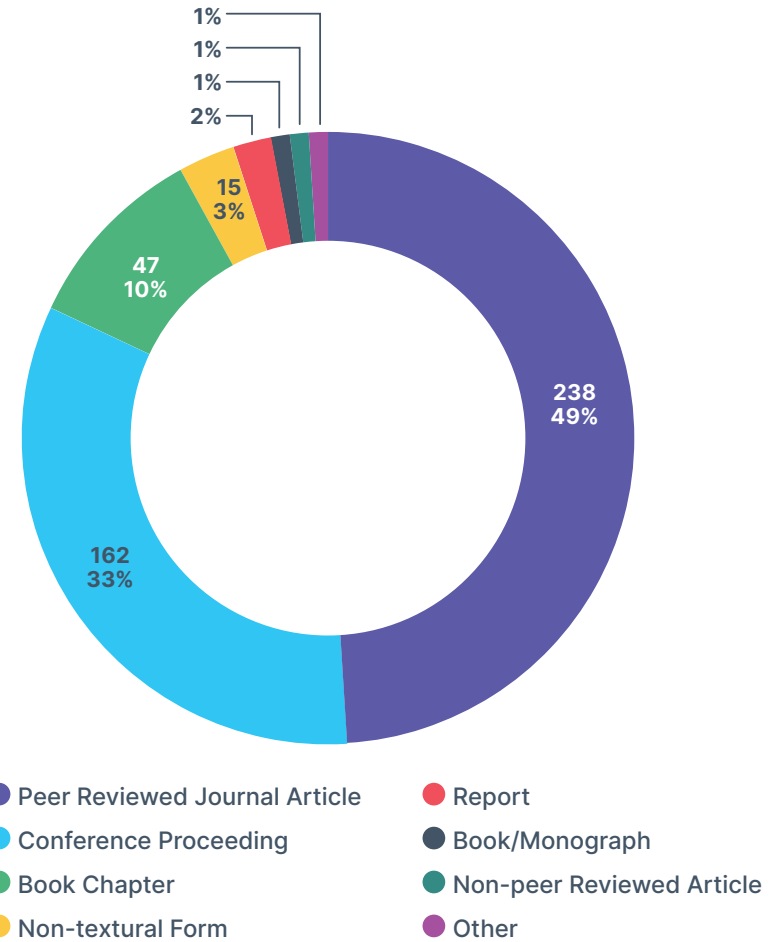


Figure 6: SETU Research Outputs 2023
(Sources: Pure and Scopus as at 8/11/2024)

4.5 RESEARCH IMPACT

Employment Impact

- The SETU Research and Innovation centres, part-funded by Enterprise Ireland, provide support to start-ups and co-host the New Frontiers Programme for entrepreneurial development.
- These centres have been a key driver for economic development in the region and currently house 55 start-up and early-stage companies across the south east, employing more than 350 people in the region.
- The research income secured in the period has enabled the direct employment of an average of 169 research staff over the period. The University has also created six spin-out companies over the last five years, with strong employment benefits for the region.

Postgraduate Impact

- For the academic period 2023/24, SETU had a total of 543 research postgraduate students. This figure includes 248 PhD students.
- Most of this student cohort are participating in research projects funded by external and internal research funding programmes.

These research funding programmes (for example funded by the Irish Research Council programmes, European Commission projects or directly by SETU (i.e. the President's PhD Scholarship Scheme and SETU Industry Co-fund).

Delivering Impact

SETU's Strategic Plan 2023 - 2028 recognises the University's pivotal role as a catalyst for regional economic and social development through the innovation of its research and the creation of an effective knowledge transfer framework. One of the core strengths of SETU's research and innovation ecosystem is its ability to engage with multiple stakeholders (industry, entrepreneurs, government, and academic partners) and to translate its knowledge pool into solutions which can be accessed by a broad industry base ranging from multinationals to micro-enterprises across most industry sectors – ICT, services, pharmaceutical, agriculture/food, medical devices, and advanced manufacturing.

For more details, please see the published Annual Research Report: [SETU_Annual_Research_Report_2023/24.pdf](#)



5 OUR LEARNERS



STRATEGIC OBJECTIVE

4

Expand SETU educational provision to maximise educational opportunities for people in the region through a renewed programme portfolio that aligns to regional skills and educational needs, develops new discipline areas to address regional demand and arrest the outward migration of students from the region, and that enhances access and progression pathways.

5.1 LEARNER PROFILE

SETU has over 18,000 learners and the profile of the university is depicted in Figure 7. SETU had over 6,000 graduates awarded in the academic period 2023/24.

Note: Certificates includes programme types 15 (Certificates) and 16 (Higher Certificates) for full-time and 0W/0X (FETAC Certificates - Apprentices), 15 (Certificates), 16 (Higher Certificates) and 23 (Postgraduate Certificates) for part-time.

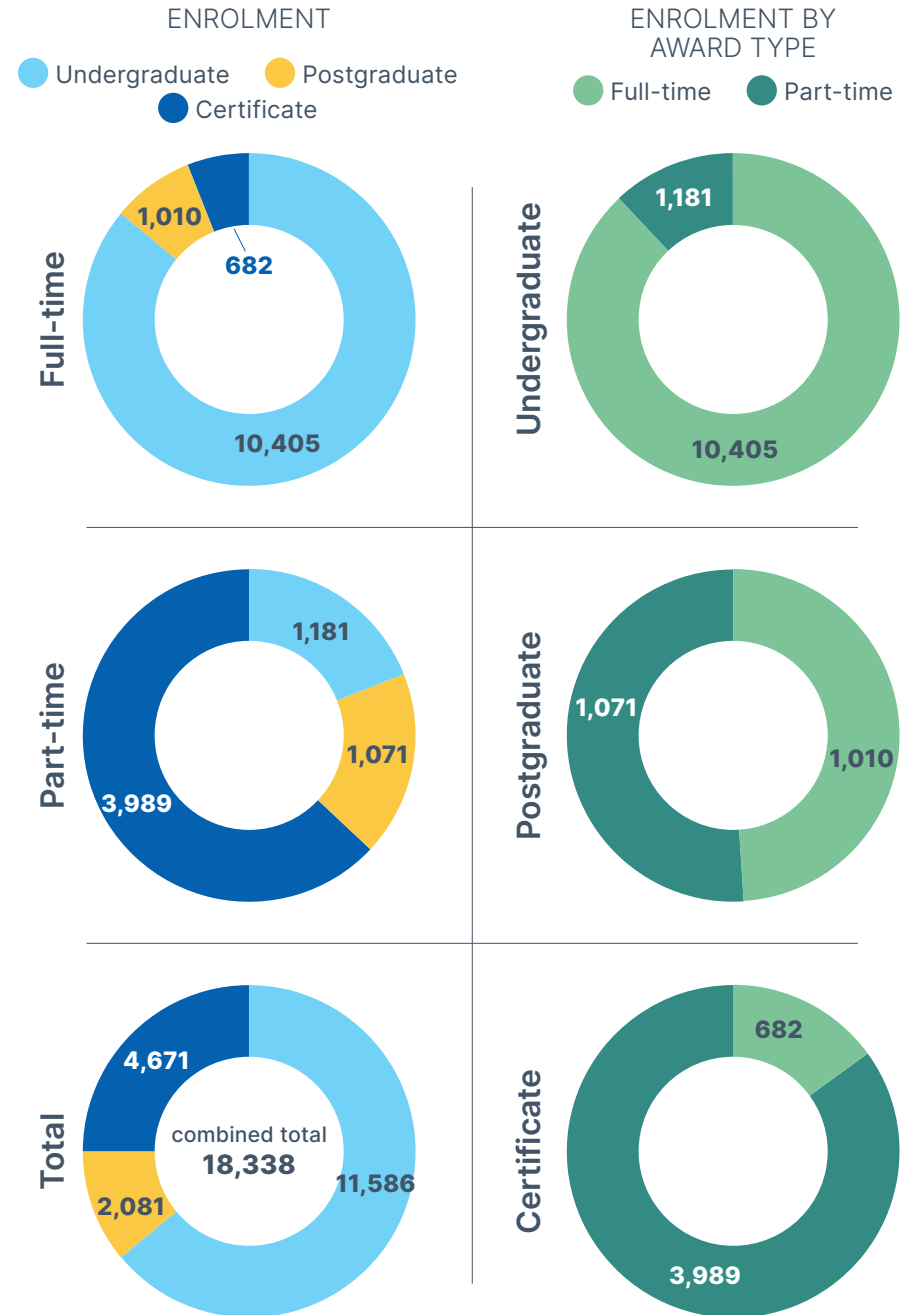


Figure 7: SETU Enrolment 2023-24 (Source: SRS March 2024)



5.2 GRADUATE EMPLOYMENT

A significant number of SETU graduates find employment in the region, evidence of SETU's regional impact (and of the potential positive impact on regional outward migration). Figures 8 and 9 describe the region and county of employment of SETU graduates.

Over 37% of SETU graduates are employed in the south east region.

GRADUATE EMPLOYMENT IN THE REGION

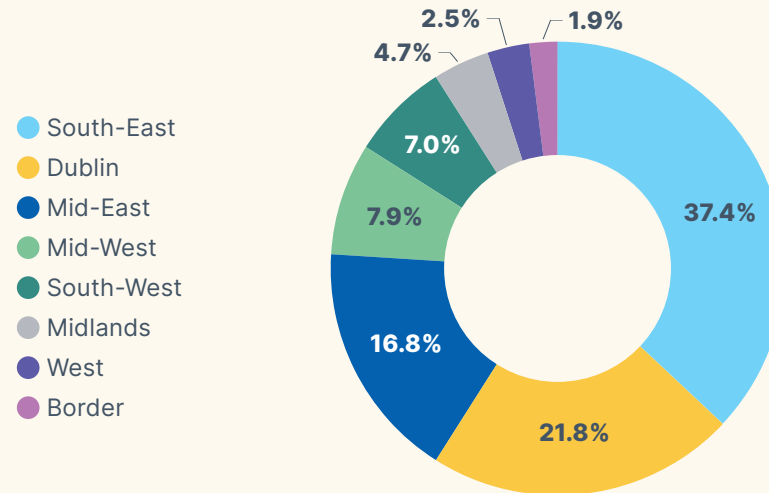


Figure 8: Region of Employment for SETU Graduates Class of 2023 (Source: SETU Graduate Survey)

GRADUATE EMPLOYMENT BY COUNTY

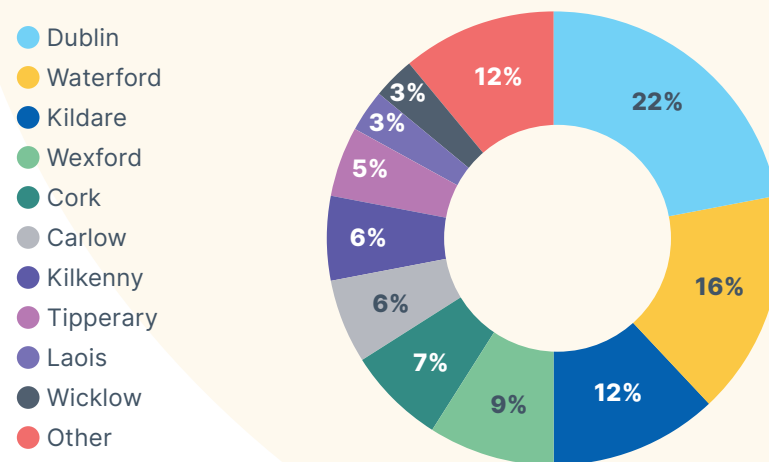


Figure 9: County of Employment for SETU Graduates Class of 2023 (Source: SETU Graduate Survey)

STRATEGIC OBJECTIVE

5

Recast the SETU curriculum to create a research-informed, internationalised curriculum across all campuses that will take account of changing patterns of employment, the centrality of equality, diversity and inclusion, and the opportunities associated with sustainability, new and developing technology, and civic and social needs.

5.3 NEW PROGRAMME DEVELOPMENT

A key ambition for SETU is to deliver an innovative, research informed, connected, and applied curriculum in areas of regional need. In 2022, the Higher Education Authority (HEA) invited submissions from HEIs to build capacity in pharmacy, nursing, and veterinary medicine amongst other disciplines.

SETU put forward proposals to create new programmes in pharmacy and veterinary medicine and to expand capacity on its existing nursing courses. The Government agreed to advance our pharmacy and veterinary medicine proposals with

investment to be considered in Budget 2024 and the National Development Plan review.

This is a real vote of confidence in our newly established university as veterinary medicine and pharmacy are prestigious courses in high demand attracting some of the brightest and best students from across the country.

We are also at the planning stage of a new course in optometry as there is also a national skills shortage in this area. Given the extensive expertise we have in eye health we have the potential to be leaders in this field of study.

5.4 LIBRARY DEVELOPMENTS

Single unified SETU library catalogue

A key library milestone project was completed in 2024 with the support of EduCampus and all our libraries, with the merging of library systems resulting in one single unified library catalogue for SETU.

Library Website

In 2024 the library launched a new SETU library website, providing all the information staff and students need to know about using the full range of resources and services across SETU libraries and provides an ambitious platform that SETU library will

continue to develop and evolve to showcase library services.

Irish Research Electronic Library (IReL)

Thanks to N-TUTORR funding for 2024, SETU Library provided access to thirteen leading edge IReL databases supporting the teaching, learning and research needs of the University. These databases provide access to cutting edge research and also to free Article Processing Charges (APCs) with major publishers such as Springer. Securing full IReL membership continues to be a key objective and of critical importance to SETU and all technological universities.

N-TUTORR

N-TUTORR funding was also used to enhance the student and staff experience in our libraries with the installation of digital screens, meeting pods, digitisation technology and learning laboratories. These developments have proved very popular with staff and students across our library services providing additional spaces for them to meet and work together.

Special Collections: Roses from the Heart Exhibition

The 'Roses from the Heart' bonnet exhibition commemorating the lives of Waterford convict women historically transported to Tasmania and New South Wales (Australia) was the first exhibition to be hosted across all SETU campuses. The exhibition was launched by Professor Veronica Campbell, President SETU, and the Hon. Gary Gray AO, Australian Ambassador to Ireland.



Photo: The launch of the Roses from the Heart exhibition and photographic collection on the Digital Repository of Ireland (DRI) took place at SETU on Monday, 11 March.

Photo by George Goulding

STRATEGIC OBJECTIVE

6

Reorganise and enhance our learner support infrastructure and learning environment, encompassing all aspects of the student experience, to ensure opportunities for active, equitable and inclusive participation of all our learners in all aspects of university life, and position SETU as a leader in how we enable learner success.

5.5 EDUCATIONAL INITIATIVES

The HEA Strategic Alignment of Teaching and Learning Enhancement Fund (SATLE) has supported a range of projects to enhance the learner environment.

HELP – Higher Education Learner Programme (HELP) constitutes an online induction programme, the first phase of which was rolled out in September 2023. The programme was designed to complement existing induction and orientation programmes. By providing support information and skills development resources through a central, online programme, available to all SETU students, the aim was to improve the overall learner experience and to support student belonging. As the programme is online, it offers support to students in a flexible way and can be used by all students embarking on their studies. It is available on the SETU website and on the University's VLE platforms. For further information visit: <https://www.setu.ie/about/quality-and-teaching/teaching-learning/higher-education-learning-programme>

Digital Education Conference (DEC23) – SETU hosted the inaugural Digital Education Conference (DEC23). The two-day

conference brought educators, researchers and industry together to share and discover innovative uses of technology in an ever-changing teaching and learning environment. The themes included digital pedagogies, teaching and learning online, instructional design, inclusive digital education, GenAI, leading digital education and much more. This conference stimulated dialogue and debate and illuminated the transformative opportunities of education in our society. Over 115 delegates attended, and 55 papers were accepted for presentation.

EDIT – Embedding Equality Diversity & Inclusion in the Curriculum of the new TU Sector (EDIT) through the design of the EDIT toolkit. This toolkit was created by SETU in conjunction with Atlantic Technological University (ATU), Technological University of the Shannon (TUS), and Munster Technological University (MTU). It has been developed as part of Embedding Equality Diversity & Inclusion in the Curriculum of the new TU Sector (EDIT) project and is designed as a practical guide to support the sector in implementing inclusive curriculum principles

across their universities. It aims to make the higher education sector inclusive welcoming diverse students and supporting them to succeed. The EDIT toolkit is available on this link: <https://edittoolkit.ie>.

Open Educational Resources (OER) and Open Educational Practices (OEP) – this collaborative initiative between TUS, DkIT, MU and SETU focused on raising awareness of Open Educational Resources (OER) and Open Educational Practices (OEP) across the higher education sector. As part of the project, the team audited the level of use in each institution and designed, facilitated and shared copyright, Open Licensing and OER training and resources. Both online and face-to-face online training was delivered collaboratively with Library and Teaching and Learning staff on all sites as part of the initiative. For further information visit: <https://open.teachingandlearning.ie/introduction/>

5.6 STUDENT ENGAGEMENT

On Campus Orientation 2023/24

2,672 first-year students attended SETU's online orientation sessions in September 2023 representing an 84% engagement from the first-year cohort. Approximately 3,200 first year students attended SETU's on campus orientation. Many other transitional supports enhanced student engagement and these included our Peer Mentor Programme, Student Handbook, 'Students Heard' podcasts and the HELP initiative.

Engagement activities included:

- Social Media Campaigns
- Themed Weeks
- Academic Writing Workshops
- Learning Support
- Peer Mentor Support by our 248 Peer Mentors and 23 Senior Mentors
- Volunteering and President Volunteer Awards
- Student Feedback
- Carnival Day and Games Day.

Access Initiatives

Access initiatives enhance opportunities for students from underrepresented groups to access, participate in, and complete courses in SETU. Students at all stages of their educational journey are supported by access supports, mentoring programmes, academic tutor, streamlined Student Assistance Fund and laptop loan scheme.

Start SETU Themed weeks



Welcome Back and Orientation

12 - 15 September

Start SETU online orientation on 12 September and on-campus orientation on 14-15 September.



Get Involved Week

18 - 22 September

Discover all the different ways to get involved in university life.



Fresher's Week

25 - 29 September

Take part in fun activities and events run by SU throughout the week.



Financial Supports Week

2 - 6 October

Learn all about the different financial supports available to students at SETU.



Just Ask Support Week

9 - 13 October

Learn about ways to look after yourself and your mental health.



Academic Skills Week

16 - 20 October

Find out about the academic supports available during your studies.

HEA System Performance Framework Dashboard (HEA, 2023) All New Entrants		
	HEI's Average	SETU
Disadvantaged New Entrants (2020/21 Academic Year)	11%	19%
Disadvantaged Mature New Entrants (2020/21 Academic Year)	10%	13%
Students with a Disability (2022/23 Academic Year)	13%	14.6%
Traveller Enrolment (2022/23 Academic Year)	0.1%	0.2%

Table 1: SETU data on target cohorts (socio-economic disadvantage, traveller and disability)

The socio-economic profile of SETU as per the HEA System Performance Framework Dashboard for 2023–2028 indicates performance above the national average on a number of student cohorts, for example SETU is above the national average (13%) for new entrants for students with a disability (14.6%) and for traveller enrolment 0.2% compared to 0.1% nationally.

Disability Support

1,210 students registered with the Disability Service in the 2023/24 academic year. This represents a 9% increase from the number of students registered with the Disability Services in 2022/23. The most substantial increases are in the categories of Asperger's/ Autism, ADD/ADHD, Neurological conditions, Developmental Co-ordination Disorder (DCD) and Mental Health.



Autism Awareness event at Wexford campus

SETU's campus in Wexford hosted its second annual Autism Awareness and Acceptance event at the University's campus on Summerhill Road. The aim of the event was to increase awareness of autism among the SETU community and to identify ways to support autistic individuals, both staff and students.

The event included stands from KITE, Specialisterne, and Wexford Library hosting stands, with Cottage Autism Network (CAN) and the Dreambig Foundation providing advice and support to students, staff, and other attendees. Additionally, a representative from AsIAm, Ireland's autism charity, delivered a talk to attendees that was streamed online for those who were unable to attend in person.

Careers Development Centre

In the past year, the Careers Development Centre made significant strides in supporting students and fostering connections with employers. Areas of focus include:

- One-to-one and drop-in appointments
- CV reviews
- Workshops and employability training
- Employer engagement
- Development of the award-winning WorkAbility Programme, in partnership with Specialisterne to specifically support neurodiverse students across STEM and non-STEM programmes to secure placement opportunities.

5.7 STUDENT WELLBEING

Group interventions increased across the range of psychoeducation and psychotherapeutic group offerings. Psychoeducation groups included timetabled workshops on topics including mental health awareness, anxiety management and effective time management.

- Drop in group interventions aimed at self-regulation and building social engagement were run throughout the year.
- Social skills, emotion regulation skills groups and Autism transition support workshops were run in conjunction with the disability service for students with ASD diagnoses.
- A psychotherapeutic group for students with social anxiety also took place.

2,929

scheduled
**INDIVIDUAL
COUNSELLING**
appointments

>240

same-day **URGENT
ASSESSMENT
APPOINTMENTS**
were provided to
478 students

2,977

**MEDICAL
SERVICES
NURSE
APPOINTMENTS**

893

GP APPOINTMENTS

STUDENT MEDICAL AND WELLBEING INITIATIVES

Seminars/
presentations/talks
on **sexual health**
and **STIs**, smoking
statistics and **smoking
cessation, healthy
living/lifestyle/
Medical Services
available**

**Pop up stands on
Epilepsy awareness,
Smoking Cessation**

MMR/Flu/Covid clinics

Outreach activities via virtual learning environments (VLEs), social media and webinars took place throughout the year on topics including routes to help seeking, exam stress management, available resources including Togetherall. Specific outreach initiatives were undertaken in respect of Higher Education Learner Programme (HELP), World Mental Health Day, and National Coming Out Day.

All Active*Consent workshops for incoming first year students and incoming international students were co-facilitated by clinical staff from the student counselling service.

Work is ongoing to grow engagement with Togetherall.com. Membership of the platform increased by 214 in the academic year 2023/2024 and average levels of engagement per member have increased across metrics including total time spent on the platform.

Consultation, training and support were made available to staff across the University in respect of student mental health. Roll out of the Speak Out tool, collaboration with SU activities relevant to student mental health, training of Peer Mentors and the roll out of the Speak Out tool are all ongoing work of the Student Counselling Services.





5.8 SPORTS CLUBS AND SOCIETIES

At SETU, sport is an integral part of the culture. The role of SETU's Sports Department is to create an inclusive environment for students and the community to pursue health, wellbeing, participatory sports and competitive sports goals.

Societies also play a key role in the development of our students at SETU. In 2023/24 over 1,000 students engaged in our societies programme across our campuses in Carlow, Wexford, and Waterford.

High Performance Student athletes studying at SETU

Katie Corrigan



BA (Hons) in Sports Management and Coaching (Rugby) and SETU Sports Scholar

Irish Women's National Team 7s and 15s Debut

Paul Costello



Masters in Strength and Conditioning and SETU Sports Scholar

Selected to compete in Irish European Championships Athletics Squad

Mary Philips



BA (Hons) in Sports Management and Coaching (Soccer) and SETU Sports Scholar

Selected in Irish Women's u19 European Championship Squad

Amy Rushton



BSc (Hons) in Sports Rehabilitation and Athletic Therapy and SETU Sports Scholar

Selected to compete at the World University Rugby Sevens Championship in Provence, France

Roisin Sweeney



BEng (Hons) in Aerospace Engineering and SETU Sports Scholar

First Female athlete to win the Student Sport Ireland Karting League Title

Kate Hickey



BA (Hons) in Early Childhood Education and SETU Sports Scholar

Irish Senior Squad – FIBA EuroBasket Qualifiers (2023 & 2024)

Abbie Cullen



BA in Applied Social Care and SETU Sports Scholar

Gold medallist at the 2024 ICO World Kickboxing and Karate Championships

Caitlin Kelly



BSc (Hons) in Exercise Science and SETU Sports Scholar

Represented Ireland at the 2024 European Cadet, Junior, and U21 Karate Championships and the World Karate Championship

Adam Sweeney



BBS (Hons) in Business

Adventurer, the only member of an all-Irish team to successfully summit Ama Dablam in the Himalayas in November 2024

Sinead McCullagh



BBS (Hons) in Business

Selected for the 2024 LGFA Team of the League

Eoin Cody



BB (Hons) in Sport Management and Coaching (Gaelic Games)

PWC Hurling All Star Award - November 2023

Reuben Halloran



Bachelor of Business (Hons) in Business

Selected for the Electric Ireland Higher Education GAA team of the year in 2024



PWC Camogie All Star Awards – November 2023

- **Vikki Falconer**, Graduate, BA (Hons) in Exercise & Health Studies,
- **Laura Treacy**, Graduate, BSc (Hons) General Nursing),
- **Lorraine Bray**, Graduate, BA (Hons) in Early Childhood Care and Education,
- **Denise Gaule**, Graduate, BB (Hons) in Business.

PWC Hurling All Star Award - November 2023

- **Eoin Murphy**, Graduate, BB (Hons) in Recreation & Sport Management.

Fidelma Marrinan, a graduate of the BA (Hons) in Criminal Justice Studies was selected in the Lidl Ladies Football team of the league 2023 and claimed the ZuCar Golden Boot award as leading scorer in the 2023 TG4 Ladies Football All-Ireland Championships.

Ciara Dennigan, a graduate of the BSc (Hons) in Agricultural Science secured a silver medal in the Intermediate Side-Saddle Championship at the prestigious Dublin Horse Show with her 16-year-old grey gelding, It's Miller Time and also earned gold in show jumping and silver in the team combined event at the SRNC 2024.



SETU Graduates' Achievements

Linda Kelly – Women's Tandem Pilot at the 2024 Paralympic Games in Paris

- Linda Kelly achieved a remarkable milestone at the 2024 Paralympic Games in Paris, securing a gold medal in the Women's B Individual Time Trial cycling event with her tandem partner, Katie-George Dunlevy. The duo posted a stellar time of 38:16.58, finishing over a minute ahead of the second-placed Great Britain team, marking Ireland's first gold medal of the championships.
- Linda graduated with a BSc (Hons) in Health and Exercise Science (2011–2015) and was a SETU Sports Scholar.

Phil Healy – Irish International Athlete at the 2024 Olympic Games in Paris

- Phil Healy represented Ireland at the 2024 Olympic Games in Paris, competing in the women's 4 × 400m relay, where the team finished in 4th place in the final.
- Healy also secured a silver medal in the 4× 400m relay at the 2024 European Championships in Rome.
- She holds national records in the 4×100m relay, 4×400m relay, and indoor 4×400m relay.
- Phil graduated with a Master of Science in Computer Science (Enterprise Software Systems) (2017–2022) and was a SETU Sports Scholar.

5.9 STUDENT STORIES



22
SEPTEMBER
2023

Students kickstart volunteering journey at SETU fair

[READ FULL STORY HERE](#)



8
DECEMBER
2023

Traveller women hailed as "changemakers" during SETU certificate award ceremony

[READ FULL STORY HERE](#)

17
OCTOBER
2023

SETU's aerospace students demonstrate an on-campus rocket launch

[READ FULL STORY HERE](#)



15
DECEMBER
2023

SETU PhD student awarded Edgar Pye Research Scholarship

[READ FULL STORY HERE](#)



25
JANUARY
2024



SETU students set to showcase skills at prestigious IKA/Culinary Olympics

[READ FULL STORY HERE](#)

24
APRIL
2024



SETU and Nemeton TV students scoop two SMEDIA awards

[READ FULL STORY HERE](#)

29
FEBRUARY
2024

SETU student creates community cookbook in aid of Breast Cancer Ireland

[READ FULL STORY HERE](#)



8
JULY
2024

Sport Scholarship gives Arabella complete college experience

[READ FULL STORY HERE](#)



6 OUR ENGAGEMENT

Photo:
SETU in partnership
with the Wexford
Arts Centre, was
delighted to present
the annual Bachelor
of Arts (Honours) in
Art exhibition entitled
Aiteall, fine spell
between two clouds in
May 2024.



STRATEGIC OBJECTIVE

7

Lead and deepen strategic partnerships with government, local authorities, education sector, public sector, enterprise, culture, voluntary and community organisations within the south east to maximise regional cohesion and impact, enhance capacity to plan for and respond dynamically to current and emerging skills and educational needs of employers, and to enhance regional productivity, growth and sustainability.

6.1 REGIONAL ENGAGEMENT

Connecting for Impact with the South East Region

Building on a strong heritage of partnership and regional engagement, SETU aims to lead the economic, social and cultural development of the south east as a globally connected, regional anchor institution at the centre of a learning and innovation focused region. Outlined below are some examples of SETU's many collaborations with regional partners in 2023/24;

SETU signed Memorandum of Agreements (MoA) with Wexford Waterford Education and Training Board (WWETB) and Kilkenny and Carlow Education and Training Board (KCETB) to increase access to higher education for those pursuing further education at ETB colleges in these counties. Students from WWETB and KCETB colleges will have the opportunity to progress to higher education courses at SETU via enhanced progression pathways. The collaboration is reflective of a national drive to establish alternative routes to pursuing degree courses by creating a more unified FET and HE sector.

SETU's Faculty of Education and Lifelong Learning was awarded €1m from the HEA in acknowledgement of the impact of its partnership with An Cosán. Using the power of community education to create transformative higher education pathways for social inclusion and sustainable development, the collaboration was recognised nationally as a model of engagement. The An Cosán / SETU partnership established

a national Linked Provision programme which provides third-level opportunities for over 100 learners annually. The €1m funding enables the partners to further develop the portfolio of SETU awards available to An Cosán learners and to evaluate the outcomes for participants and to share learnings in the context of national and EU policy.

In October 2023, SETU signed an MoU with Women's Collective Ireland (WCI), that will provide fully-funded access to SETU Lifelong Learning's Certificate in Advocacy for WCI staff members. This collaboration focuses on providing leadership training to women in the community, as WCI works with a network of women nationally, in both urban and rural settings. Funded programmes relieve the financial burden on learners and increase access to education for all.

Working with industry to meet the current and future skills needs of the south east economy is fundamental to the mission of SETU. SETU is a key partner in the Regional Skills Fora for both the south east and mid-east regions. In 2023 SETU was awarded €3.6m under the Government's Springboard+ programme to provide over 700 places on 27 upskilling and reskilling courses in a range of disciplines such as construction, computing, digital skills, hospitality, supply chain and regulatory affairs.

SETU's Extended Campus hosted an awards ceremony to honour the achievements of participants from a range of public, private and



voluntary organisations who completed specialised courses aimed at enhancing skills and fostering professional growth. The individuals recognised participated in a diverse range of programmes including the Certificate in Science for Dispensary Assistants with support from key regional employers such as Lloyds, Stacks and Boots; the Certificate in Event Controlling with participants from the GAA and the Irish Defence Forces; the Certificate in Building Control and the Certificate in Road Programme Management offered to professionals from The Local Authority Services National Training Group (LASNTG); the Certificate in Facilitation, Mentoring & Development delivered in partnership with the GAA; the Certificate in Environmental Planning & Legislation and Critical Incident Stress Management

programmes, delivered to An Garda Síochána, Tusla - Child and Family Agency, and Mountain Rescue Ireland.

SETU in collaboration with WWETB, Waterford City and County Council, Kilkenny County Council, the Southern Regional Assembly, and Waterford Chambers were successful in the bid to secure designation for Waterford as a UNESCO Learning City. This is a significant milestone in the region's educational landscape, a progressive step towards the broader vision of establishing the south east as a Learning Region.

SETU fosters strong partnerships with creative and cultural industries, providing students with hands-on experience in real-world artistic environments. The 2023/24 art and design degree shows were held

in venues including Wexford Arts Centre, Waterford City Library and Garter Lane Theatre, connecting emerging artists and designers with industry professionals and the public. In April 2024, BA (Hons) Theatre Studies and Visual Art students staged *The Everyday Fantastic* at the Waterford Gallery of Modern Art, exploring community, history, and transformation through an immersive performance. This interdisciplinary project showcased SETU's commitment to creativity, innovation, and regional cultural engagement, enriching student learning and professional development.

SETU is a key partner in the Ireland South East Offshore Wind Partnership which brings together key stakeholders to ensure that offshore wind is at the heart of the region's future economic development. The partnership enables meaningful engagement between the ports, the airport, local authorities, industry and enterprise agencies alongside the higher education and training institutes and skills forums. This collaboration will be key to supporting the development of new companies, creating the next generation of skilled employees and delivering on the region's ambition to play a major role in Ireland's offshore renewable energy sector.

In supporting the development of the Innovation Region, SETU's connectivity to the regional enterprise base is evident through the considerable level of

engagement with SETU's four Technology Gateways and Xcelerate Incubation Centres. In the academic year 2023/24, SETU undertook 198 consultancy contracts and 67 research agreements along with 72 innovation voucher projects with industry. SETU critically supports innovation and productivity in sectors prioritised in the region's Smart Specialisation Strategy; which include engineering, advanced manufacturing, technology, financial services, food, pharma and medtech.

Calmast SETU's STEM Engagement Centre partnered with industry, local authorities and community groups hosting events through its Science Week programme for over 30,000 people in Carlow, Kilkenny, South Tipperary, Waterford and Wexford. Funded by Taighde Éireann – Research Ireland (formerly Science Foundation Ireland), Calmast coordinated three regional Science Week festivals across the South East in 2023. In 2023/24 Calmast also delivered the South East Engineering Festival, Bealtaine Living Earth (biodiversity) Festival, Robert Boyle Winter and Summers Schools. On an all-island scale, Calmast coordinated Maths Week Ireland for with over 500,000 participants with activities hosted in schools, prison schools, homeless shelters, retirement homes, on the streets and in all of the universities on the island.



*Photo:
Elaine Liew and Dr Sheila Donegan from Calmast SETU's STEM Engagement Centre and TV Honan, Director of Spraoi International Street Arts Festival showcase the community STEAM project to produce a model of DNA for the South East Science Festival.*

STRATEGIC OBJECTIVE

8

Partner internationally to extend our reach and maximise our impact, enhance our attractiveness and reputation, and to drive an inclusive, outward-looking region.

6.2 INTERNATIONAL ENGAGEMENT

International engagement global minds, global impact

SETU's Strategic Plan 2023-2028, highlights its strong commitment to global partnerships and internationalisation across the priority thematic areas of Innovation and Research, Learners, Engagement, and Staff. It also prioritises the development of an ancillary strategic plan that sets out SETU's ambition and plan for enhancing its global reach, footprint and reputation towards realisation of its vision for a leading global technological university. During the reporting period 2023/24, significant progress was made on the development of this plan. Entitled Global Minds, Global and Local Impact, the strategy builds upon SETU's considerable achievements to-date, leveraging our established global partnerships, enhancing our diverse student and faculty body, and expanding our research collaborations. By integrating and further developing these strengths, we aim to further enrich our academic environment, foster cross-cultural understanding, and expand our impact on the global stage. SETU's Vision and Mission for Global Engagement is presented below, together with the five thematic priority areas. The objectives and supporting actions now set out under each of these priority areas are designed to establish a clear roadmap for a comprehensive and shared approach to internationalisation across our new multi-campus university.

OUR VISION

GLOBAL MINDS,
GLOBAL AND LOCAL IMPACT

A globally connected university community with diverse cultural perspectives, international experiences, global partnerships and networks, nurturing graduates that thrive in an interconnected world, and empowering faculty to lead in their fields.

OUR MISSION

GLOBAL MINDS,
GLOBAL AND LOCAL IMPACT

To cultivate a sustainable and collaborative approach to internationalisation that enriches our environment, creates exceptional opportunities for our people and economy, and fosters the growth of an inclusive globally connected region.

SETU Representatives and Irish Ambassador visit partners in China

SETU has almost 350 active partnership agreements (MoUs/MoAs) with universities across Europe and the globe. These partnerships vary in scope and scale and include three transnational initiatives involving Joint Educational Institutes (JEIs) and Joint Educational Programmes (JEPs) with universities in China. The JEIs are in partnership with Nanjing University of Information Science and Technology (NUIST), Nanjing, Jiangsu and Henan University of Animal Husbandry and Economy (HUAHE), Zhengzhou, Henan. The JEP is with Jilin Normal University, Siping City.

The President of SETU, Professor Veronica Campbell, visited the university's partners in China in November 2023. The President was joined by delegates from SETU, Ambassador for Ireland to China, Ann Derwin, and her team,

and representatives from Education in Ireland. The visitors were hosted by government and university officials at each of SETU's partner institutions. This visit held special meaning for the university as the first of its kind since the Covid-19 pandemic and an opportunity for the teams at SETU and its partner organisations to develop exciting plans.

These partnerships reflect SETU's mutual commitment to preparing the next generation for a globalised world, one that requires a diverse range of skills, cross-cultural understanding, and an openness to new ideas. These partnerships also provide opportunities for: student and faculty international mobility experiences; collaborative research and innovation; recruitment of undergraduate and postgraduate students; internationalisation of programmes and teaching and learning; global branding and reputation; and a contribution to Ireland's foreign/economic policy and geo-political relations.



Nanjing University of Information Science and Technology (NUIST), Nanjing, Jiangsu



Henan University of Animal Husbandry and Economy (HUAHE), Zhengzhou, Henan



Jilin Normal University, Siping City



GLOBAL OPPORTUNITIES

Attracting talented students, researchers and staff from across Europe and the world.



GLOBAL STUDENT EXPERIENCE

Building a high-quality global community that is welcoming, supportive and inclusive.



GLOBAL PARTNERSHIPS AND NETWORKS

Advancing mutually beneficial global strategic partnerships that reflect the values and ambition of SETU, and impact positively on the achievement of our goals.



INTERNATIONALISATION AT HOME (IaH)

Developing an IaH strategy that integrates global perspectives, cultural diversity, and international experiences into SETU's educational environment.



GLOBAL RANKINGS AND REPUTATION

Cultivating a strong international reputation and global positioning for SETU.

EUA Full Membership

SETU became a full member of the prestigious European University Association (EUA) in April 2024. The European University Association represents over 870 universities and national rectors' conferences across 49 European countries. As a member of the EUA, SETU has the opportunity to participate in shaping European policies on higher education policies, research, and innovation, and in doing so reinforce its commitment to excellence in higher education, research, and international collaboration.

Key SETU 2023/2024 statistics for international engagement:

- 16.7% SETU students with 114 nationalities other than Irish (excludes Overseas Students (OS), incoming Erasmus and apprentices). The latter is up from 15.5% in 2022/23.
- 1040 international students (excludes OS, Erasmus and apprentices), representing a 10.6% increase on the previous year.
- Full-time international students represented 8.8% of the total full-time student population, up from 7.43% in the previous year.
- 735 non-EU students (excludes OS, Erasmus and apprentices), representing a 13% increase on the previous year.

- Full-time non-EU students represented 6.5% of the total full-time student population, up from 5.7% in the previous year.
- €5.4 million in non-EU income, representing a 12% increase on the previous year.
- 1219 Transnational (TNE) students, representing a 2.15-fold increase compared to the previous year.
- Over 200 Erasmus+ inter-institutional agreements with 338 student mobilities and 61 staff mobilities.
- Over one hundred formal cooperation agreements across Asia, Europe, Oceania, Africa, and the Northern and Southern Americas.
- 1112 co-authored research publications since 2019 involving 1183 different organisations across 107 countries (source: SciVal with Scopus data up to 23/10/2024). Based on the number of co-authored papers, the top 10 countries are comprised of the UK (305), the US (215), China (128), Italy (83), Spain (74), Australia (68), Brazil (58), Germany (52), France (51) and Japan (50).



October 2023 - SETU and Georgia Southern University sign an MoU to foster research and student/faculty exchange. There are deep historic ties between the south east of Ireland and Savannah and mutual interests in sustainability, regional economic development, coastal communities

6.3 EU-CONEXUS EUROPEAN UNIVERSITY ALLIANCE ON SMART URBAN COASTAL SUSTAINABILITY

EU-CONEXUS European University Alliance offers joint education, training and study programmes, joint research and professional development opportunities for staff, researchers, and students at all nine Alliance universities, including SETU. The theme “Smart Urban Coastal Sustainability” addresses societal challenges of communities in urban/semi-urban coastal regions (rivers/seas) from different disciplines as a challenge-based education and research domain.

SETU is working in partnership with La Rochelle University, France; Catholic University of Valencia, Spain; University of Zadar, Croatia; Agricultural University of Athens, Greece; Frederick University, Cyprus; Technical University of Civil Engineering Bucharest, Romania; Klaipeda University, Lithuania and University of Rostock, Germany.

At SETU, EU-CONEXUS activities are rolled out by a dedicated team and are overseen by a senior management committee with representatives from across the University.

Key Highlights 2023-24

In July 2023, SETU was delighted to host the EU-CONEXUS PhD Summer School on professional development and leadership. The programme featured seminars delivered by lecturers from SETU and the other EU-CONEXUS universities. The Summer School had 28 PhD students, including 6 from SETU, representing many academic disciplines such as science, engineering, arts, architecture, law, social sciences, and sports science.

EU-CONEXUS membership has led to SETU leveraging additional funding opportunities in 2023. EU-CONEXUS Enables, co-funded by Horizon Europe, is harnessing joint research to tackle sustainability challenges through joint PhD cotutelle grants, post-doc mobilities, and micro-seed grants to foster innovative ideas, attract funding, and promote research integrity and gender equality. IamSTUDENT, co-funded by ERASMUS+, addresses the concept of a student identity for European University Alliances through piloting inter-campus activities.

SETU was also delighted to receive the HEA European University Alliance Capacity Building funding for 2023/24 to support the establishment of EU-CONEXUS across the University.

In November 2023, a 20-strong delegation of SETU researchers and PhD students travelled to the EU-CONEXUS Research Conference, “Aquatic and Coastal Ecosystems: Challenges and Opportunities towards Sustainable Development”, at the University of Rostock. The conference included sessions on coastal engineering, social sciences, life sciences, biotechnology, and environmental sciences. Our annual conference has become a vital platform to collectively explore the complexities of sustainability, leading to collaborative research activities for SETU academics.

The EU-CONEXUS Blue Growth Leaders Academy in 2024 saw three SETU researchers and five public/ private sector participants from the south east engage in weekly remote sessions with Alliance counterparts on topics relating to smart cities and sustainable ports, culminating in a physical session in Valencia.

For more information, visit our website: www.eu-conexus.eu.



7 SUSTAINABILITY



STRATEGIC OBJECTIVE

9

Ensure sustainable development is embedded in SETU's leadership, governance and operations, and that the SETU community of staff and students are sustainably aware and incorporate sustainable practice into daily university life.

7.1 SUSTAINABILITY AT SETU

Sustainable Development Office and Associate Vice President for Sustainability

Sustainability and Sustainable Development, are embedded throughout the SETU Strategic Plan. As part of SETU plans to educate for sustainable development, achieve ambitious climate action targets, enhance biodiversity and support the green transition in the south east, SETU established the Office of Sustainable Development in May 2024 and appointed the University's first Associate Vice President for Sustainability.

Climate Action Roadmap

The Public Sector Climate Action Mandate, published as part of the national Climate Action Plan 2024 (CAP24) charges the public sector to lead both by example and through influence, in achieving Ireland's greenhouse gas and energy efficiency targets by 2030.

The third iteration of the SETU Climate Action Roadmap was published in June 2024

detailing plans to reduce emissions and meet decarbonisation and energy efficiency targets and SETU is committed to its implementation as part of the broader SETU Sustainability agenda. The University has made progress with a 34.6% improvement in energy efficiency and CO2 emissions 29.4% below baseline figures and SETU is now recording and reporting as a unitary entity with aligned activity metrics. SETU has established its Green Team including students, senior representation from estates, capital, HR and procurement as well as significant energy users from across the organisation.

The roadmap, which details progress on the implementation of the Public Sector Climate Action Mandate, including compliance with Circular 1/2020, is available at: [SETU_Climate_Action_Roadmap_2024](#)

7.2 SUSTAINABLE CAPITAL DEVELOPMENT

Supported by the Department of Further and Higher Education, Research, Innovation and Science (DFHERIS), the Department of Environment, Climate and Communications (DECC), Sustainable Energy Authority of Ireland (SEAI) and the Higher Education Authority (HEA), the Energy Efficiency and Decarbonisation Pathfinder Programme (EEDPP) funded deep energy retrofits of both the Business School on the Cork Road campus and the Burrin Building on the Kilkenny Road campus were completed. Works improved thermal comfort while reducing both energy consumption and fossil fuel use and included replacement of windows, doors and roof fabric, external insulation, LED lighting and upgrading of air handling units and of heating systems resulting in a significantly improved energy rating and a 50% reduction in carbon emissions.

The retrofit works to the Burrin Building included:

- Installation of new roof finishes, including insulation and waterproof membrane
- Replacement of the existing gas boilers with high temperature air source heat pumps/ and peak load gas boilers
- Construction of a roof mounted plantroom including new distribution pipework, pumps, valves and controls
- Replacement of the existing hot water calorifier
- Replacement of the existing ventilation units with heat recovery air handling units
- Replacement of the existing lighting system with new LED lighting.

The works commenced on site in June 2024, with internal works to be completed for the beginning of the 2024/25 academic year, and the entire project to be completed in November 2024.



Corporate Services Building, Kilkenny Road Campus, Carlow

The new Corporate Services Building on the Carlow Campus was completed in February 2024. The building has an 'A3' BER rating, uses air-to-water heat pumps for heating and cooling, is NZEB (nearly Zero Energy Building Standard) compliant, and includes 6 x EV charging points.

- €26m Investment
- Completed in Q1 2024
- A3 BER Rating
- Gross internal floor area of 5,000M² across 4 storeys
- 240 staff desk spaces
- 6 x meeting rooms with video conferencing capability
- Ground floor restaurant (70 seats) with full commercial kitchen
- First floor café/dining space (60 seats)
- External works include landscaped plaza space, visitor car parking, EV charging and maintenance/service area.



Main Building, Cork Road Campus, Waterford

Refurbishment project on the Main Building on the Cork Road campus, Waterford.

This goal of this refurbishment was to create a space that the University community would find inviting and inspiring. The atrium encourages informal learning and interaction while also offering a comfortable environment for relaxation, conversation, and connection. This was done by using different types of seating and creating zones within the space. Where possible, existing materials were reused, and any new materials all came from Forest Stewardship Council (FSC) approved sustainable sources.





7.3 EXAMPLES OF SUSTAINABILITY ACTIVITY AT SETU

Active Travel Mark

SETU was awarded the TFI Smarter Travel Mark at silver level in 2024, acknowledging the University's support for active and sustainable travel for commuting and beyond. With thousands of students and staff travelling to and from SETU campuses every day the award is a recognition of SETU's commitment to changing attitudes and behaviours regarding active travel and in encouraging walking, cycling and the use of public transport.

To support active travel SETU has a cycle-to-work scheme, which supports employees in purchasing a bicycle and related equipment. The Waterford Bike Scheme includes e-bike stations at a number of SETU campus locations in the city, and this was expanded in September 2023 with the establishment of three SETU docking stations for a fleet of e-bikes at Carlow campuses. SETU continues to promote and encourage sustainable and active commuting through initiatives such as Annual Step and Cycle Challenges and public transport information for travel to all SETU campuses is made available on the SETU website.

Environ 2024

In March 2024 SETU hosted the 34th Irish Environmental Research Colloquium, Environ 2024. The theme of Environ was "Harbour to Harvest: Research from Soil to Sea" and over 250 delegates from Ireland and further afield gathered at SETU providing a high-visibility platform for researchers to engage with an

Technological Sector Strategic Projects Fund (TSSPF) applications

In July 2024, SETU submitted two Technological Sector Strategic Projects Fund (TSSPF) applications to the Higher Education Authority for the development of the following capital projects:

- A. A 10,000m² 'One Health' Building' to provide state of the art facilities for teaching, research and innovation to be located on the former Waterford Crystal site in what is to be the new university - enterprise quarter. This 37 acre site, of which 20.3 acres are owned by SETU will facilitate collaboration and innovation between academia and industry through the work of students, researchers, and businesses.
- B. A 10,000m² academic, research and innovation building which will consolidate all existing Wexford activities on one modern, state of the art campus in Wexford. This development of SETU in Wexford will serve the needs of coastal communities and coastal industries with the future opportunities in sustainable technologies derived from the emerging offshore renewables sector.

audience of academia, government bodies and agencies, and industry representatives. Delegates reflected on how interdisciplinary collaborative research and partnership for the United Nations Global Sustainable Development Goals (UNSDGs) can create solutions for a healthy, sustained environment for the wellbeing of all.

Along with research presentations on marine and coastal resources, future proofing forests, biodiversity and ecosystems, sustainable and regenerative agriculture, soil health, wastewater treatment, environmental monitoring, carbon capture, water quality, sustainable energy, circular economy, ESD and Climate change, the event also incorporated field trips to both the Anne Valley community woodland and wetland and the Copper Coast UNESCO Global Geopark, a Green lab workshop, and a public engagement panel discussion on running a sustainable business.

Sustainability in the Arts

The SETU cross-campus 'Sustainability in the Arts Festival' took place in April 2024 and involved multidisciplinary student collaborations from the areas of music, visual art, graphic design, culinary arts, languages, and internationalisation, working together to showcase their unique perspectives

on how the Sustainable Development Goals apply to them.

Ireland's former UN Ambassador David Donoghue, one of the main authors of the UNSDGs and Dr John Barimo of the UN Sustainable Development Solutions Network (SDSN) addressed attendees and the Festival has now partnered with Queens University in Belfast.

SETU Biodiversity and Sustainability forum

In June 2024 the Department of Land Sciences at SETU launched the regional Biodiversity and Sustainability forum to provide a collaborative space for the enhancement of biodiversity, nature restoration and sustainability practices across the south east. The forum facilitates the exchange of projects, initiatives, ideas and best practice among regional stakeholders and adopts a bioregional approach.

Dr Úna FitzPatrick, Chief Scientific Officer at the National Biodiversity Data Centre (NBDC) was the inaugural keynote speaker and the forum continues to grow with contributions from SETU staff, the Department of Agriculture, Food, and the Marine, Tirlán, Teagasc, City and County Councils, the south east's Bioregional



Weaving Lab, Dawn Meats, Arvum Group, Waterford Distillery, Waterford Lions Club, Sanofi, and Waterford Trees for Life Programme.



8 OUR STAFF



STRATEGIC OBJECTIVE 10

Build a unitary university culture that cultivates a strong sense of shared community acknowledges and values employees, and fosters well-being and happiness.

Our ambition at SETU is to be a leading employer of choice by fostering a culture of wellbeing, engagement and academic and organisational excellence. In the period 2023/24 we have aimed to support our community to achieve their highest potential as we focus on achieving better

educational outcomes for our students, higher quality innovation and research, and greater impact on our region. In this section of the report, we have highlighted several initiatives that aim to achieve our goals for staff.

Staff KPIs	Now	2028
ACADEMIC TO PMSS STAFF RATIO	2 : 1.12	2 : 1.5
EXPENDITURE ON STAFF TRAINING	1.4% Non-Pay	1.95%
ACADEMIC STAFF WITH PhDs	44.8%	55%
ATHENA SWAN AWARDS	Legacy 3 Departmental Awards	University 8 Departmental Awards

Table 2: SETU staff key performance indicators (KPIs) from SETU Strategic Plan 2023-2028



45% of SETU's full-time academic staff have PhDs. SETU has **17** post-doctoral researchers (2023/24).

8.1 STAFF PROFILE

SETU has approximately 1,500 staff. Table 3 displays the number of staff by category.

	2021 - 22	2022 - 23	2023 - 24
Academic	787	818	835
Management	44	42	49
Clerical/Administrative	209	227	258
Technical	119	124	123
Support Staff	47	52	62
Student Support	21	20	17
Researchers	0	0	0
Exchequer Funded Research Staff	81	94	113
Other research and/or specialist project based posts funded from non-exchequer source	146	143	56
Total	1,454	1,519	1,513

Table 3: SETU Staff Profile (Source: SETU ECF Returns March 2022, March 2023 and March 2024)

STRATEGIC OBJECTIVE 12

Actively mainstream equality, diversity and inclusion across our University, where all participants in university life live the values of equality and inclusion in our interactions, behaviours and operations, and in the way we lead and manage.

8.2 EQUALITY, DIVERSITY & INCLUSION AT SETU

SETU will launch its first Equality, Diversity and Inclusion (EDI) Strategic Plan in September 2024. The plan sets out the vision, mission and key EDI strategic objectives for SETU for the next five years. This EDI strategy is aligned and integrated with SETU's mission and values, and its strategic plan, 'Connecting for Impact 2023 - 2028'. It is also aligned with national legislation, national and international policy, and national strategic priorities. The EDI Committee established in February 2023 sits under our Governing Body to support implementation.

The EDI Strategic Plan will be centred around 6 key priority areas, which span the entire university community:

- People, Values and Culture
- Engagement & Collaboration
- Research and Innovation
- Teaching, Learning and the Student Experience
- Physical and Digital Environment
- Measuring Impact and Success.





EDI Highlights for 2023-24

SETU President Signs & Adopts HEA's Race Equality Principles

SETU's President, Professor Veronica Campbell, signed the Higher Education Authority's (HEA) Anti-Racism Principles for Irish Higher Education Institutions on behalf of the University. Professor Campbell was joined by Dr Jennie Rothwell and Laura Austin of the HEA in signing the principles.

In March 2023, the HEA launched its Anti-Racism Principles which aim to harness the power of Irish HEIs as leaders of positive societal change that challenges racial inequality. SETU's signing of the principles signifies the University's willingness to create change and support diversity in its community. SETU will now move to develop a Race Equality Action plan through its Race Equality Forum, for the University.



Launch of SETU's Gender Identity & Expression Policy

In October 2023, SETU launched its Gender Identity and Expression policy to show its commitment to supporting diversity and to creating a safe, welcoming and empowering place to work and learn for all. SETU strives to be a place where transgender, non-binary, and intersex staff and students can live as their true selves and fulfil their potential.



Launch of SETU's disAbility Network

In October 2023, SETU launched its disAbility Network to provide a strong voice for the University's disAbled community, inclusive of students and lecturers with both neurological and physical disAbilities.

It also aims to develop a prominent platform for members of the University's disAbled community to voice, discuss and liaise with internal and external parties on matters of importance to them. This will be achieved through knowledge sharing, upskilling, and peer networking supports.



SETU's 16 Days of Action to End Violence Against Women & Girls

In November 2023, SETU launched its 16 Days of Action campaign to raise awareness and call for changes at local, national, and international levels to end violence against women and girls. Over the 16 days, SETU highlighted and supported the campaign through seminars, workshops, training and collaborative events across its campuses.



Launch of EDIT Inclusive Curriculum Charter & Toolkit

SETU, in conjunction with Atlantic Technological University (ATU), Technological University of the Shannon (TUS), Munster Technological University (MTU) and Advance HE, launched the EDIT Embedding EDI in the Curricula of the new Technological University Sector Charter and Toolkit in May 2024.

The charter and toolkit were developed as part the EDIT project, led by SETU and funded by the HEA, and is designed as a practical guide for use by departments and their academic and professional staff at all levels to support them in embedding equality, diversity, and inclusion in the curriculum and related areas of practice.



SETU becomes a University of Sanctuary

Following the launch of SETU's scholarship programme in February 2024, SETU was formally announced as a University of Sanctuary in June 2024. This was a defining milestone for SETU in its continued journey to Equality, Diversity and Inclusion for all.

Designation as a University of Sanctuary was given by Universities of Sanctuary Ireland in recognition of SETU's ongoing efforts to welcome refugees, asylum seekers and other migrants into its university communities, fostering a culture of welcome and inclusion for all those seeking sanctuary. SETU's scholarship programme provides eight scholarships each year to refugees, asylum seekers, other migrants and those living in international protection.

8.3 HR EXCELLENCE IN RESEARCH

Over the past year, SETU has continued to strive to support members of our research community to further their professional development and long-term career ambitions through practice sharing forums, professional development training sessions, conference participation, seed funding support and recognition awards.

SETU's Human Research Strategy for Researchers (HRS4R) action plan primarily aims to deliver an enriched environment where researchers feel welcomed, respected, supported, and valued. Key actions include providing improved access to support and guidance for researchers and their managers on induction, professional development, research careers, mentoring, wellbeing and ample networking opportunities.

During this reporting period the SETU research community have made progress with their action plan in the following areas, with some additional noteworthy achievements also listed:

1. **Events** | The hosting of the All-Island Research Culture conference and participation in SETU's Postgraduate Research conference, International Women's Day, International Men's Day and National Employee Wellbeing Day, as well as various welcome inductions, orientations and the Research Excellence Award Celebrations.
2. **Courses and Workshops** | Through the Broaden Your Horizons Researcher Development Programme over 25 bespoke courses and workshops specifically dedicated to research careers and researcher professional development were delivered.
3. **Working Collaboratively** | Collaborative work continues with members of our research community, and stakeholders across the University, the sector and Europe. Throughout the year SETU's researchers hosted several colleagues from the Research Management

profession from various universities across Ireland, the United Kingdom and Europe.

4. **Funding** | Through the Connexions internal seed fund the academic community was supported with collaborative research projects and career development activities to enhance their research activity and to increase the quality of research at the University.
5. **External Activity** | Training, talks, and courses were provided for external organisations, including Maynooth University, University Hospital Waterford, University College Dublin, Queens University Belfast, University College Cork, La Rochelle Université; Universidad de Católica de Valencí (UCV), Universitatea Tehnică de Construcții București (UTCB) and the Institute of Physics of the Czech Academy (FZU). This type of exchange helps SETU to achieve the HRS4R vision of being a more outward-facing community whilst developing new collaborations, benefiting from different perspectives and staying connected to a diverse range of communities across Ireland and wider Europe.

All-Island Research Culture Conference

At the forefront of SETU's achievements to develop a research culture where all researchers can thrive, was the first All Island Research Culture Conference which was hosted at SETU in May 2024. This brought together a worldwide community that is committed to building more transparent, equitable, and inclusive research cultures across the ecosystem. Themes focussed on Research Assessment, Engaged Research, and Equality Diversity and Inclusion. SETU also joined the All-Island Research Culture Network, supported by the Wellcome Institutional Funding for Research Culture which facilitate the sharing of best practice and current developments in areas that impact Research Culture.

STRATEGIC OBJECTIVE

11

Empower and enable our staff to achieve their highest potential in a fulfilling and happy work environment, with clear career progression options for all.

8.4 CHANGE AT SETU

Change Management Programme


SETU has set out a best practice model for the use of design in supporting our people through change and transformation. This comprehensive support system is designed to fortify our adaptability to change and lead successful transformation. We actively sought to identify key strategic alignments in our approach, striving to cultivate innovative initiatives that harness the potential generated by our shared vision, mission and values. The Change Management (CM) Programme provided a comprehensive support system for all staff, which included:

- Framework – structure and method of approach to provide consistency.
- Process - making design thinking accessible and replicable.

- Toolkit - to embed the process into SETU culture.
- Training - to empower staff and increase the capacity of delivery.
- Studio spaces - to work together in creative and innovative ways.

All workshops were facilitated by our SETU Senior Change Management Professional using the design thinking method which provides a rigour to the process through the robust evaluation techniques of usability, feasibility and viability.

Figure 10: SETU Change Management Toolkit DESIGN TRANSFORM IMPACT



CHANGE MANAGEMENT FRAMEWORK

People are at the heart of our organisation and we are committed to supporting our community to implement change across SETU.

DESIGN

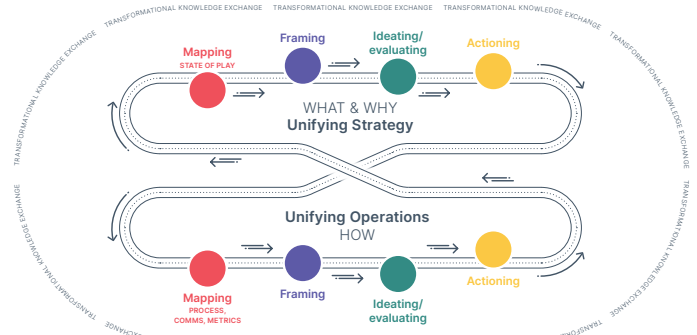
The SETU change management framework has been developed to support our staff in interpreting our strategic plan in a meaningful way. The first stage of the framework supports the development of unified strategy. Teams or participants come together in a studio environment facilitated and guided through the process by our senior change management professional.

The approach aims to develop a shared context of each other's roles and through collaboration build a cohesive working environment and support critical thinking around how we do things and why we do things.

TRANSFORM

By engaging in the workshops, you, your team and colleagues will have the opportunity to step outside of everyday activities, to look at the big picture together, innovate together, navigate challenges together and make a real impact. The workshops will help to identify key strategic alignments and to develop new initiatives which will tap into the opportunities that our vision, mission and values create.

Working together develops a shared understanding and results in a transformative approach towards common goals. Change is an ongoing facet in all our lives and under change management facilitation and workshops you will be introduced to tools and techniques to support an ongoing adaptability to change.



IMPACT

PEOPLE CENTERED This is a co-design approach, acknowledging the breadth and depth of expertise of our staff in contributing to the advancement of our new university vision.

INNOVATION The process provides the opportunity for generating and evaluating new ideas together.

KNOWLEDGE MANAGEMENT The workshop methods utilize visual mapping which provides quick access to complex data for knowledge sharing and data oversight. The information is transferred from operational activities to inform the state of play in an ongoing dynamic loop creating a transformative impact.

CHANGE MANAGEMENT The framework provides a comprehensive, structured and replicable process to support our change and transformation and contributes to building our new unified SETU culture.

PEOPLE, PROCESS & TECHNOLOGY The framework is applied to support our people in developing unified strategies but also to build out operational processes and systems.

FOR MORE INFORMATION
change@setu.ie setu.ie/change
pmo@setu.ie

SETU Four stage Change Management process

Key change management initiatives carried out included academic restructuring which was developed through a series of facilitated change management workshops with the academic design board, utilising the change management framework, resulting in the formation of a new six faculty structure.

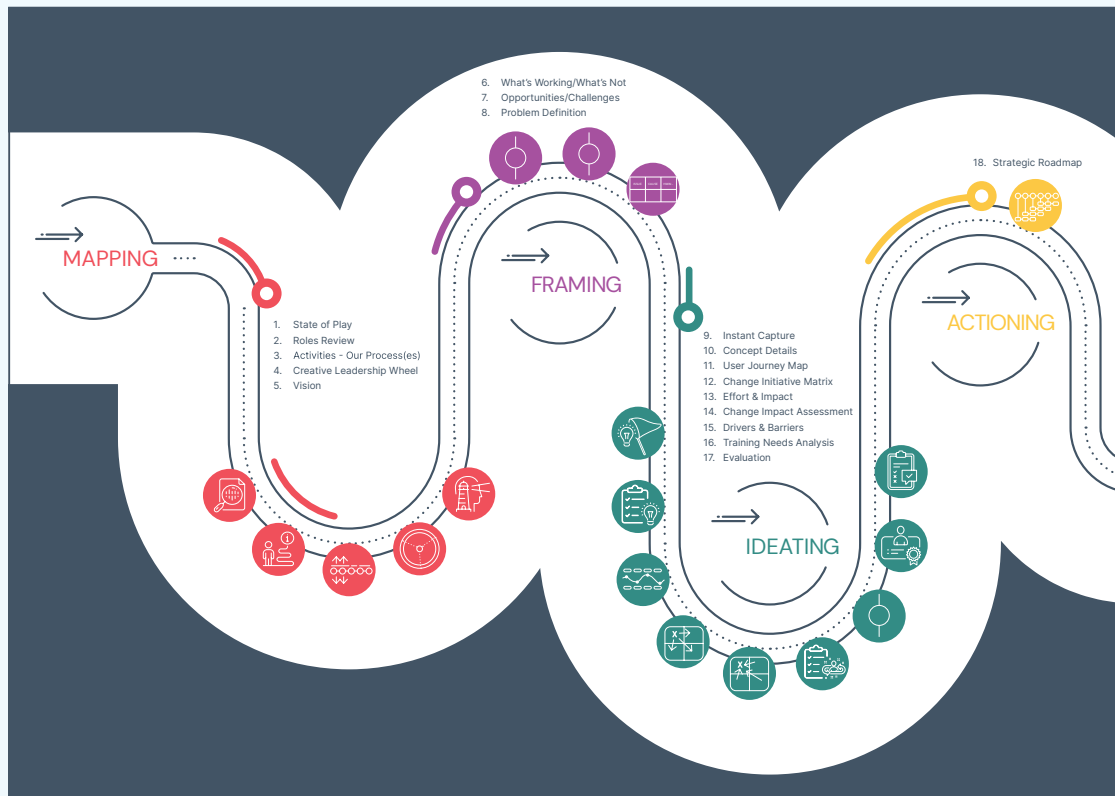
Change Management ongoing supports were strategically deployed to support our people through multiple SETU initiatives such as:

- Organisational Design
- Workforce planning
- Academic portfolio review
- Change Management workshops to support integration, collaboration and change needs.

Internal Communications Development

A number of communication initiatives were carried out to support change initiatives such as:

- All staff PULSE survey
- Think Tanks
- Staff briefings
- Change Network development and supports.



SETU Staff workshops to support change and transformation through design thinking

Figure 11: SETU Change Management Process

8.5 EAP PROGRAMME

The Employee Assistance Service (EAS) is a free and confidential support service provided by Spectrum, an independent company, that provides knowledge and expertise about human behaviour and mental health. The Employee Assistance service is available 24/7, 365 days a year, providing in-the-moment clinical support, with referral to counselling where clinically appropriate.

In addition, there are several pre-recorded Spectrum Life health and wellbeing webinars available for employees on our website on topics including Coping Strategies for Life, Building Resilience, and Changing your Environment for Well-being.



9 OUR FINANCIAL PICTURE



9.1 Statement of Comprehensive Income (Consolidated View)

12 Months to 31 August 2024

INCOME	€ ,000s
State Grants	106,306
Academic Fees	52,337
Research Grants and Contracts	21,903
Other Operating Income	20,923
Amortisation of State Capital Grants	9,870
Interest Income	732
Deferred Funding for Pensions	46,550
Total Income	258,621
EXPENDITURE	
Staff Costs	137,313
Pension Costs	46,550
Other Operating Expenses	50,043
Depreciation	11,080
Total Expenditure	244,986
Surplus before Appropriations	13,635
Transfer from Capital Development Reserve	93
Total Comprehensive Income for Period	13,728

SETU Group recorded a strong financial result with a surplus of €13.7m in the year 31/8/2024.

The main Factors were:

1. State grants increased by €17m over the previous twelve months
2. Tuition Fees increased By €1.5m
3. Other Income increased by €3m
4. Interest Income increased by €578k
5. Other Operating costs increased by €7m

Overall the challenging labour market resulted in the University operating during a period with a higher number of vacancies across all areas. This gave rise to a positive variance of €3m to budget.

Prudent budgeting and positive cost control led to a saving against budget in nonpay, particularly in the facilities and energy costs during the year.

National pay awards and general inflation continue to drive expenditure.

9.2 Statement of Financial Position – Balance Sheet

Statement of Financial Position Year ended 31st August 2024

	31/08/2024	30/04/2023
NON-CURRENT ASSETS	€ ,000s	€ ,000s
Fixed assets	219,739	210,865
Heritage assets	4,043	4195
	223,782	215,060
CURRENT ASSETS		
Inventory	27	36
Receivables	19,011	15,701
Cash and Cash Equivalents	89,492	71,516
	108,530	87,253
Less Creditors falling due within one year	(78,665)	(65,287)
Total Assets less current liabilities	253,647	237,026
Less Creditors falling due after more than one year	(4,122)	(5,033)
Retirement Benefit Obligation	(522,617)	(476,067)
Deferred retirement benefit funding asset	522,617	476,067
Total Net Assets	249,525	231,993
Deferred State Capital Grants	204,394	195,315
Income and Expenditure Reserve	34,018	20,291
Restricted Reserve	11,113	16,387
Total	249,525	231,993

Increase in Net assets of €13.7m in the year to 31st August 2024.

Cash position:

Cash position €89.4m at year end 2024 and is inclusive of fees paid in advance and payment in advance for research activities.

Loans:

Loans reduced in 2023/24 by €984k

Payables:

Payables increased by €13m with the biggest contributors being:

Tuition fees and State Grants received in advance
Research Grants.

Reserves:

Deferred State Capital grants increased by €9m in the year.

Restricted Reserves reduced by €5m due to the completion of a capital project in the year.

Income and expenditure reserve includes FRS102 related non-exchequer capital grants €19.4m.



10 OUR GOVERNANCE

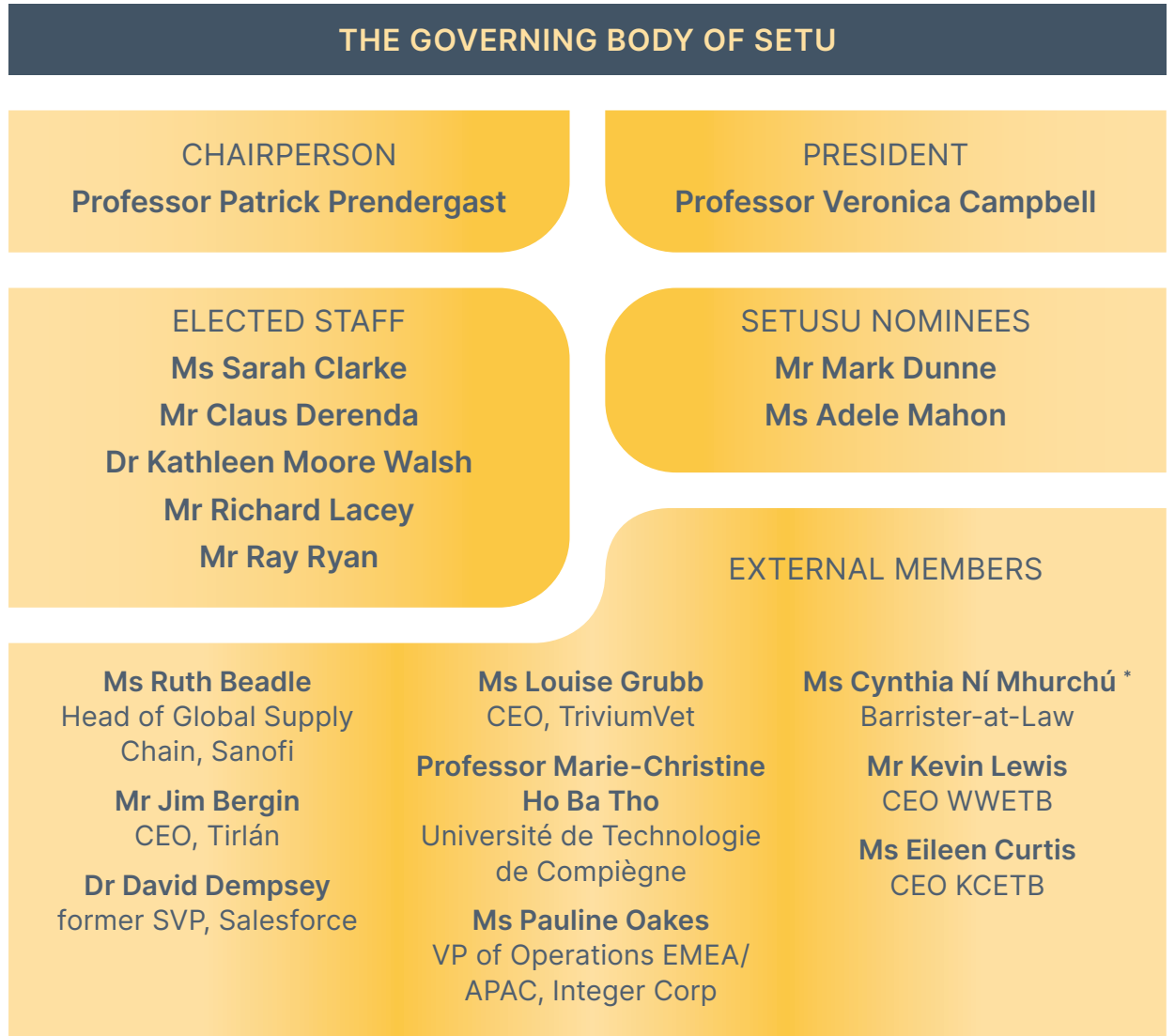


Campas na Gráinsí
Granary Campus

South East Technological University (SETU) was established by Ministerial Order under Section 36 of the Technological Universities Act 2018 (“TU Act”), (Number 3 of 2018), on the appointed day of 1 May 2022 and the inaugural President, Professor Veronica Campbell, commenced in her role in July 2022.

The Governing Body of SETU has been established in accordance with the provisions of the Technological Universities Act 2018 as amended by the Higher Education Act 2022 and its functions are as identified in the Act. Members of the Governing Body perform key roles in relation to the direction, strategy, and corporate governance of the Technological University. SETU Governing Body has established a number of committees for the purpose of carrying out their functions.

The Vice-President Governance/ University Secretary is in attendance for all Governing Body meetings and the following committee meetings; Audit and Risk Committee; Finance and Capital Investment Committee; Nominations Committee and Policy Committee.



* Ms Ní Mhurchú’s membership ended in June 2024 on her appointment to MEP to the European Parliament.

10.1 GOVERNING BODY COMMITTEES

Audit and Risk Committee to support the Governing Body in their responsibilities regarding governance in respect of audit, risk and compliance. The Governing Body appointed Mr Jim Bergin as Chairperson of the Audit & Risk Committee in 2022. Mr Bergin was succeeded by Dr David Dempsey, in the 2023/24 academic year.

Equality, Diversity and Inclusion Committee to assist and advise the Governing Body in the performance of its functions by providing governance and oversight which will be achieved by reviewing reports and assurances received from the President and the SETU Executive Management Team (EMT). The committee also provides guidance and direction on policy matters associated with the achievement of EDI objectives across the University. The Governing Body appointed Ms Ruth Beadle to the role of Chairperson of the Equality, Diversity and Inclusion Committee. The Vice-President Equality, Diversity & Inclusion is Secretary to the EDI Committee.

Finance and Capital Investment Committee to assist and advise the Governing Body in the performance of its functions by oversight of the statutory financial statements, financial planning regarding capital projects, and financial management of the University. Professor Patrick Prendergast, Chairperson of SETU's Governing Body chairs this committee. The Commercialisation Committee, which is chaired by Ms Louise Grubb is a sub-committee of the Finance and Capital Investment Committee.

Nominations Committee is established for the purpose of selection and appointment of external members to the Governing Body and to oversee the election of staff members and student members. Professor Patrick Prendergast, Chairperson of SETU's Governing Body chairs this committee.

Policy Committee to support the Governing Body in their responsibilities regarding governance in respect of University policies. The Governing Body recognises the important role that

policies play in representing the official position of the University on any aspect of its activities and is committed to a transparent, inclusive and collaborative process to develop and review policies. Professor Patrick Prendergast, Chairperson of SETU's Governing Body chairs this committee.

Joint Quality Committee is responsible for ensuring the overall quality of University based reviews. The committee will also make recommendations on areas for policy development and enhancement. The committee is chaired by Ms Pauline Oakes. The Vice-President Academic Affairs, Teaching & Learning is Secretary to the Joint Quality Committee.

Governance on setu.ie

All information pertaining to the work of the Governing Body is available on setu.ie: <https://www.setu.ie/about/governance-and-management/governing-body>. These pages are updated every six weeks with meeting minutes and the latest information post Governing Body meetings.

10.2 GOVERNING BODY AND COMMITTEE MEMBERSHIP ATTENDANCE

Governing Body

No. of meetings held from 1 Sept 23 to 31 Aug 24 = 10

Name	Role	Meetings attended
Professor Patrick Prendergast	Chairperson	9/10
Professor Veronica Campbell	President	10/10
Ms Ruth Beadle	External Minister Appointment	5/10
Mr Jim Bergin	External Minister Appointment	7/10
Mr Kevin Lewis	External Nominee	9/10
Mr Mark Dunne	President SETUSU	10/10
Ms Eileen Curtis	External Nominee (from 24.10.23)	6/8
Ms Sarah Clarke	Professional, Management & Support staff	9/10
Mr Claus Derenda	Academic staff	7/10
Dr Kathleen Moore Walsh	Academic staff	8/10
Mr Richard Lacey	Academic staff	10/10
Mr Ray Ryan	All Staff member	8/10
Ms Louise Grubb	External Member	5/10
Dr David Dempsey	External Member	10/10
Professor Marie-Christine Ho Ba Tho	External Member	5/10
Ms Pauline Oakes	External Member	6/10
Ms Cynthia Ní Mhurchú	External Member (to 18.06.24)	5/9
Ms Adele Mahon	SETUSU Nominee	6/10

Audit & Risk Committee

No. of meetings held from 1 Sept 23 to 31 Aug 24 = 6

Name	Role	Meetings attended
Mr Jim Bergin	Chairperson	5/6
Ms Nora Widger	External member	2/6
Ms Imelda Buckley	External member	5/6
Ms Kathleen Holohan	External member	4/6
Mr Kevin Lewis	Governing Body member	6/6
Mr Sean Quigley	External member	6/6

Commercialisation Committee

No. of meetings held from 1 Sept 23 to 31 Aug 24 = 2

Name	Role	Meetings attended
Ms Louise Grubb	Chairperson	2/2
Dr James O'Sullivan	Head of Innovation & Commercialisation	2/2
Mr Cormac O'Toole	VP Finance/Financial Controller	1/2
Ms Elaine Sheridan	VP Governance/University Secretary	2/2
Professor Marie Claire Van Hout	VP Research, Innovation & Impact	1/2
Dr Anne Graham	Staff nominee	1/2
Dr Frances Hardiman	Staff nominee	1/2
Mr Brian Ogilvie	Staff nominee	2/2
Dr Aisling O'Neill	Staff nominee	1/2
Dr Rich Ferrie	External member	1/2

Equality, Diversity & Inclusion (EDI) Committee

No. of meetings held from 1 Sept 23 to 31 Aug 24 = 7

Name	Role	Meetings attended
Ms Ruth Beadle	Chairperson	7/7
Mr David Denieffe	President's nominee	6/7
Mr Mark Dunne	President SETUSU	1/7
Ms Sarah Clarke	Governing Body Staff member	5/7
Dr Cara Daly	Staff nominee	6/7
Ms Kelly Han	Staff nominee	4/7
Mr Paul Bennett	Staff nominee	7/7
Mr Jeremie Sandot	Staff nominee	1/7
Dr Vivian Rath	Independent External Member	4/7
Ms Mary Connors Aldridge	Independent External Member	3/4

Finance Capital and Investment Committee

No. of meetings held from 1 Sept 23 to 31 Aug 24 = 9

Name	Role	Meetings attended
Professor Patrick Prendergast	Chairperson	8/9
Professor Veronica Campbell	President	9/9
Ms Louise Grubb	Governing Body External member	7/9
Dr David Dempsey	Governing Body External member	9/9
Mr Mark Dunne	President SETUSU	7/9
Dr Frances Hardiman	Head of Faculty of Engineering	7/9
Dr Helen Murphy	Head of Education and Life-Long Learning	7/9
Mr Ray Ryan	Governing Body Staff member	6/9
Ms Carol Lynch	External member	8/9
Mr Patrick McCormack	External member	6/9
Mr Alan Quirke	External member	7/9

Joint Quality Committee

No. of meetings held from 1 Sept 23 to 31 Aug 24 = 2

Name	Role	Meetings attended
Ms Pauline Oakes	Chairperson	2/2
Professor Marie Claire Von Hout	VP Research, Innovation & Impact	0/2
Dr Tom O'Toole	Head of Faculty of Business	2/2
Ms Eileen Curtis	Member of Governing Body	1/2
Mr Claus Derenda	Governing Body Staff member	0/2
Mr Richard Lacey	Governing Body Staff member	2/2
Dr Kevin Doolin	Member of Academic Council	2/2
Mr Aubrey Storey	Member of Academic Council	2/2
Ms Emer McGann	Member of Academic Council	2/2
Mr Ronan Larkin	SETUSU	0/2
Ms Alicia Lewandowska	SETUSU	0/2

Nominations Committee

No. of meetings held from 1 Sept 23 to 31 Aug 24 = 3

Name	Role	Meetings attended
Professor Patrick Prendergast	Chairperson	2/3
Ms Ruth Beadle	Governing Body external member	3/3
Mr Kevin Lewis	Governing Body external member	3/3

Policy Committee

No. of meetings held from 1 Sept 23 to 31 Aug 24 = 3

Name	Role	Meetings attended
Professor Patrick Prendergast	Chairperson	3/3
Mr Kevin Lewis	Governing Body external member	3/3
Dr Kathleen Moore Walsh	Governing Body Staff member	3/3

10.3 OFFICIAL LANGUAGES (AMENDMENT) ACT 2021

In accordance with Section 4B of the Official Languages Act 2003 as amended, the head of a public body (President of SETU) shall appoint from senior management a member of staff to oversee the performance of, and report to them in relation to the obligations of the organisation under this Act.

Mr David Denieffe, Vice President for Student Experience has been appointed as An tAcht na dTeangacha Oifigiúla (ATO) of SETU.

ATO has advised the President that during the reporting period from 1 September 2023 to 31 August 2024, SETU achieved the following:

- SETU's overall measurement of Irish language advertising as a % of total volume was 11.96% for the calendar year 2023. SETU exceeded the 20% requirement in relation to radio and press advertising, however social media and OOH advertising reduced the average for 2023.
- SETU's measurement of Irish language advertising placed with Irish language media was 1.34% for the calendar year 2023.
- SETU are expected to meet 20% compliance requirements of Irish language advertising in the calendar year 2024.

- A sub-committee of Executive Management Team was established, Bord na Gaeilge. The purpose of the sub-committee is to assist and advise in relation to the implementation of the university requirements and commitments in relation to the Irish language and in promoting the inclusion of Irish language in campus life.
- The committee reported to the President during 2023/24 that:
 - The Secretary of Bord na Gaeilge updated the Bord on latest developments regarding An tAcht na dTeangacha Oifigiúla;
 - Consideration is being given to the creation of links between Bord na Gaeilge and Gaeltacht na nDéise;
 - Details of events held to celebrate Seachtain na Gaeilge;
 - Consideration is being given to development of an Irish language module for staff members
 - Stationery and signage placed by SETU is provided bilingually.



A APPENDIX



APPENDIX A: SETU RESEARCH OUTPUTS 2023

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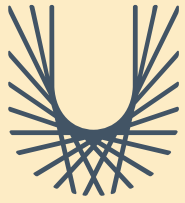
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